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MEMORANDUM FOR: Chairman, GS-13 Evaluation Board

SUBJECT

: Recommendation for Promotion to GS-14

Charlotte Bustos-Videla

l. It is recommended that Charlotte Bustos-Videla be promoted from GS-13 to GS-14.

- 2. The performance of this officer has been characterized for many years by all of her supervisors as consistently strong to outstanding. She has been able to establish herself as indispensable in each Headquarters Branch or Field Station assignment, usually functioning as the backbone of the unit to which assigned. Since return to Headquarters in September 1972 from her field assignment in Mexico, her performance has been entirely congruent with the thrust of the Field Station's enthusiasm over her ability, performance, attitude and growth potential. She is currently chief of the Cuban and CA Section of her branch, and has established once again her mastery over her assigned duties. She is the kind of sound, dependable, yet imaginative officer greatly appreciated by her supervisors. In short, she is a true professional who performs beyond her grade level.
- 3. In regard to her potential, she has served in the Agency since 1951, starting as a secretary/stenographer, and advancing brilliantly with each new challenge offered. She achieved professional status in 1953 and has spent the bulk of her time since then specializing in Latin American affairs, demonstrating total flexibility in assignments, a voracious appetite for work and a penchant for exceptionally precise and thorough production. A review of her career to date can lead to the conclusion that she has always risen successfully to each new professional challenge, and is still far from reaching her maximum capacities. While she has had little supervisory experience in the field, her supervisor was of the opinion that she is a "natural leader". This has been borne out in her performance in her current capacity as a Branch Section Chief, in which she has demonstrated exemplary supervisory ability. Notwithstanding her drive, aggressiveness and professional aplomb, she is a popular co-worker, is receptive to guidance and sensitive and responsive to the needs of her subordinates.

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- 4. This employee has utilized her fluency in the Spanish language to maximum advantage in her work. Formal testing recently confirmed her high proficiency in that language. Coupled with a comprehensive training record and her invaluable experiences over a twenty year period, she has become particularly effective in Latin American operations and operational support, demonstrating excellence in each of several recognized specializations, including CI operations, functional support, reports and requirements, area support and varied covert action activities.
- 5. The officer's adaptability, high intelligence and mastery over her trade was of inestimable value to Mexico City Station, and over a five year period from 1967 to 1972, she functioned as the Station's internal troubleshooter. Her duties included the maintenance of watchlists, screening of travel documents, processing of raw technical take, target analysis, reports writing, operational support, handling of outside contract agents, and special assignments as the Chief of Station's Executive Assistant.
- 6. The employee is occasionally called upon by the Office of Training to administer specialized training, and she was chosen recently to attend the Mid-Career Course ending in December 1972. Meanwhile, her absence from her new job is felt sorely by the Branch. It is expected that her current assignment will last about two years.
- 7. In summary, we have here an exceptional officer who has been performing at the level of a GS-14 for some years; it is now time to promote her to that grade commensurate with her performance and which she so justly deserves.

Theodore G. Shackley

Chief

Western HemisphereDivision

MEMORANDUM FOR: Chairman, QSI - Honor and Merit Awards Panel

SUBJECT -

14-00000

Request for Quality Step Increase (HR 20-37)

Mrs. Charlotte Bustos-Videla

- 1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Charlotte Bustos-Videla.
- 2. As noted in the attached fitness report, Subject's performance of her duties has been uniformly outstanding. In addition to her responsibilities in the Cuban section of the Mexico City Station, she has recently been made the executive assistant to the Chief of Station at Mexico City. In this job, she screens all incoming material for matters of interest to the Chief and Deputy Chief of Station. She also continues performing her past functions in the Cuban section for the Station.
- 3. Subject's present high quality of performance is typical of her performance since she entered the Agency in 1951. It is fully expected that this level of performance will be maintained.
- 4. Although the present Chief of Station was not the reviewing official on the attached fitness report, he has commented that he considered Subject an outstanding officer and has recommended that she be considered for a Quality Step Increase,

William V. Broe

Chief

Western Homisphere Division

EYES ONLY SECRET

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MEMORANDUM FOR: Secretary, CSCS Panel (Section A)

SUBJECT:

Recommendation for Promotion to Orade G8-13

Charlotte Z. Bustos-Videla

1. The promotion of Charlotte Z. Bustos-Videla from GS-12 to GS-13 is hereby recommended.

- 2. This exceptional officer has now been performing at a senior level for several years and, while recognition through a quality Step Increase was granted her last year, her sustained performance clearly exceeding the requirements of a GS-13 qualifies her for a promotion at this time. Subject is one of the outstanding women who have demonstrated their capacity for even further advancement within the Agency and will probably continue to advance in the future. The present recommendation is based on already demonstrated ability to operate at a senior level.
- 3. Subject is 30 years old and has been in grade as a 69-12 for the past five and one-half years.

R. w Wechers

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Chief,

Western Hemisphere Division

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DATE PREPARED REQUEST FOR PERSONNEL ACTION 30 August 1972 2. MARE (Lan-First-Middle) 007667 Bustosvidela, C/ Z. NATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE REQUESTED Reassignment and Transfer to Vouchered Funds Regular PINANCIAL ANALYSIS NO. CHAPGEABLE V TO V v 10 0 3235-0620 Com w.f. C 10 V Ø 10 Ø 6 10. LOCATION OF OFFICIAL STATION P. ORGANIZATIONAL DESIGNATIONS DDP/WH Division Branch 1 CA Section Wash., D. C. II POSITION TITLE 12 POSITION NUMBER 2 CAREER SERVICE DESIGNATION (D-13)Ops Officer 1294 D 14. CLASSIFICATION SCHEDULE (GS, L.B., ex.) 13 OCCUPATIONAL SERIES 14. GRADE AND STEP IT SALARY OR RATE . , 22,487 0136.01 13 GS 18. REMARKS XHOME BASE: WH FROM: DDP/WH/BR 1/MEXICO CITY STATION/0418 2 - Security 1 - Finance Issue Army W-2 (Concur: CCS E 2 IMPDET CL BY 007034 DATE SKINTO 188 SIGNATURE OF CASSES SPORTS AS PROPERTY CHEMICAL L! Berthold, C/WH/Bers OFFICE LODING COURT COURT 31. MPARATION 37 (GPRECTION/CAMPLICATION GATA 33 12(2517) MINNER NIL DATA COOK M TENNE CATIGORY 48 Meint Miletie all CO01 litera interestore soutenin beaut 5,475 TAT 24 8 الما الما الما الما الما - BO FET IN STREET \$- তা কান্ড। বুলা । তা কান্ড। বুলা । তাক্ষ্যক ল গোলাই । সিংক ট শ্রিকার ৪- তাক্ষ্যত ও প্রকাশ (কান্ড) র শ্রিকার ৪- তাক্ষ্যত ও প্রকাশ (কান্ড) র শ্রিকার 1 POSE ON CUMPE, CHEFFATATION 14 01 WALVE 403

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25 SEP 1972

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MEMORANDUM FOR: Charlotte Bustos-Videla

THROUGH : Chief, WH Division

SUBJECT : Quality Step Increase

1. I was pleased to learn that you have been granted a Cuality Step Increase. Such recognition is proof of the high esteem in which you are held by your supervisors in the Clandestine Service.

Please accept my personal best wishes. I am confident that your future performance will be of a continuing high quality.

> Thomas H. Karamossiness Deputy Director for Plans

SECRET

1 2 DEC 1969

MEMORANDUM FOR: Head, Clandestine Service

Career Service

SUBJECT

: Notification of Approval of Quality Step Increase -Charlotte Bustos-Videla

- 1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous Quality Step Increase was effective March 1964.
- 2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of her continuing excellent performance.

A Robert S. Wattles
Director of Personnel

SECRET

Editor of articles

SUBJECT: Request for Quality Step Increase (HR 20-37)
Mrs. Charlotte Bustos-Videla

APPROVAL RECOMMENDED:

Chairman, DDP OSI Panel

APPROVED:

Wroctor of Personnel 12D

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23 June 1967

MENDEANDUM FOR: Central Cover Group

SUBJECT : Cover for Charlotte E. Distoi-Videla

- 1. Mrs. Charlotte E. Bustos-Videla is being transferred PCS to Ecxico City in staff capacity. She will fill slot
- 2. Ers. Eustos-Videla is traveling under Travel Order No. 59-68. (See copy attached) Her cover will be that of a dependent wife entering Herico on the Visitante visa of her hashand, Dr. Cerur Eustos-Videla, who is receiving a . Visitante visa in connection with a teaching contract he has with the Las Américas University, Mexico City. The University is paying for the travel of Dr. Eustos-Videla only and for all documentation. The University also will provide no quarters or quarters allowance. Under the travel order Ers. Bustos-Videla will receive mileage and giagle perdica for the trip to Mexico City. Limited household effects will be sent, the remaining items (also limited) will be stored at Government expense.
- It. The cover stopy to be used by Mrs. Eustos-Videla is an according to the decay, Joint Coccations Croup exceptive 15 July 1957. The first travel to mented with her husband, where she will meet friends and obtain local employment with the U.S. Embassy.
- 4. Actually, Ero. Duotos-Videla will remain in pay status as a Staff Employee.
- 5. Due to the change in cover stories, it is requested that CCG/NC take appropriate steps to see that the salary received through 15 July 1967 be covered by an Army 1-2, and that effective 15 July 1967, D.C. Theore tak no longer be withheld, and all subsequent salary be covered by a notional Department of State 1-2. The salary government checks should continue to be deposited to the hational take of Washington, Dapour Circle Branch, Account Ec. 3 205 36 G. The will receive as field slietrest.

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MEMORANDUM FOR: CSPS/A

SUBJECT

Recommendation for Promotion of Charlotte Bustos-Videla

- 1. The promotion recommendation to GS-13 of Mrs. Charlotto Bustos-Videla is hereby submitted. Mrs. Bustos-Videla entered the Agency in August 1951 as a GS-5 and rapidly and deservedly rose to a GS-12 by 1959. She has now been almost seven years in grade and has been recommended for promotion to the CSPS/A by WH Division five times previously.
- 2. This outstanding officer has continued to perform at the exceptional level which has by now become her standard of performance. Her past four annual Fitness Reports have each given her an overall rating of outstanding. In this connection it is noteworthy that no two Fitness Reports were written by the same rating officer. She continues to occupy a GS-12 efficer slot and her performance clearly continues to exceed the requirements for that position. She is considered to be one of the outstanding women who have demonstrated their capacity for further advancement within the Agency.
- 3. Mrs. Bustos-Videla not only continues to bring continuity to the Mexican Branch through her long experience on Mexican affairs, but consistently contributes to the smooth functioning of the Branch through her highly efficient organizational capabilities. She has been called upon to handle all manner of difficult desk problems. She invariably responds quickly, cheerfully, and effectively. She has been instrumental in on-the-job training of a number of officers, both for dosk assignments and in preparation for field assignments. She has excellent rapport with innumerable persons in other areas and staffs, thus adding to the efficiency and speed with which she accomplishes her daily tasks. Her promotion at this time is erged.

Approved by CS Corner
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187677 Ag

William V. Broe Chief, Western Hemisphere Division

SECRET
(When Filled In)

11 August 1966

MEMORANDUM FOR: Charlott Z. Bustos-Vilela

THROUGH

: Head of G3 Career Service

SUBJECT

Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

- l. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.
- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not cligible at this time for designation in no may affects your current status under the Civil Service (ethoment System, nor does it preclude reconsideration of your eligibility to participate in the CIA System it you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.

Er :: D. Echols

Director of Personnel

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1 MAR 1966

MEMORANDUM FOR: - Secretary, CS/CS Panel (Section A)

SUBJECT

Recommendation for Promotion to

Grade GS-13, Charlotte Z. Bustos-Videla

1. The promotion request from GS-12 to GS-13 on Mrs. Bustos-Videla is hereby submitted.

- 2. This outstanding officer has continued to perform at the exceptional level which has by now become for her a standard of performance. She now formally occupies a senior (GS-13) FI Officer slot in the Mexican Branch and her performance clearly continues to exceed the requirement for that position. She is still considered to be one of the outstanding women who have demonstrated their capacity for further advancement within the Agency, independently, of the experience on Mexican affairs acquired through continuity in her present assignment.
- 3. The comments made in connection with the four previous promotion recommendations continue to be entirely applicable.
- 4. Subject is 37 years old and has been in grade as a G3-12 for the past six years.

William V. Broe Chief,

Western Hemisphere Division

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9 CEP 1965

MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT: Recommendation for Promotion to Grade GS-13, Charlotte Z. Bustos-Videla

- 1. The promotion request from GS-12 to GS-13 on Mrs. Bustos-Videla is hereby resubmitted.
- 2. This outstanding officer has continued to perform at the exceptional level which has by now become for her a standard of performance. She now formally occupies a senior (GS-13) FI Officer slot in the Mexican Branch and her performance clearly continues to exceed the requirement for that position. She is still considered to be one of the outstanding women who have demonstrated their capacity for further advancement within the Agency, independently of the expertise on Mexican affairs acquired through continuity in her present assignment.
- 3. The comments made in connection with the three previous promotion recommendations continue to be entirely applicable.
- 4. Subject is 36 years old and has been in grade as a GS-12 for the past six years.

William V. Broe Chief, Western Hemisphere Division

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MEMORANDUM FOR: Secretary, CSCS (Panel A)

SUBJECT Recommendation for Promotion to GS-13 Mrs. Charlotte Bustos-Videla.

- 1. The promotion to GS-13 of Mrs. Charlotte Bustos-Videla is recommended. Mrs. Bustos-Videla entered the Agency in August 1951 as a GS-5 and rapidly and deservedly rose to a GS-12 grade by 1959.
- 2. This recommendation is based on Mrs. Bustos-Videla's performance during the past three years as the senior assistant to the various chiefs of the Mexican desk/branch, who unanimously have found her to be extremely competent and re-Hable both in her routine assignments and special tasks occasionally levied on her, such as country studies, compilation of programs, requirement reviews, etc.
- Mrs. Bustos-Videla has consistently responded with intelligence and clarity and has materially contributed to orderly imaginative administration of Headquarters support to a most active station. In the process, she has been instrumental in training on-the-job innumerable officers both for desk assignments and in preparation for field assignments.
- 4. For her outstanding performance she received a quality step increase in April 1964. This deserved recognition should now be followed up at this time by a promotion to the next grade in accordance with the consistently good performance at the GS-13 level over a prolonged period of time.

Desmond FittGerald

Chief

Western Hemisphere Division

14 APR 1964

MEMORANDUM FOR: Head, Clandestine Services Career Service

SUBJECT

: Notification of Approval of Quality Step Increase -

Mrs. Charlotte Bustos-Videla

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

- 2. The salary increase accomplished by the award of a Quality. Step Increase is important and fangible evidence of the esteem in which the employee so recognized is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory officials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.
- 3. May I ask, therefore, that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Emmett D. Echols Director of Personnel

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CONTIDENCE STALL

20 March 1964

MENTELADUM FOR: DDP/OP

TEROUGH

: Chief, Clandestine Services Personnel Office

ITTEN ST. I

: Charlotte 2. Bantos-Videls -- Sequest for Quality Stop Increase

- 1. It is recommended that a Quality Step Dicrease for Frz. Charlotte 2. Bustos-Videla be endorsed by you for the reasons presented in the attached memorandum prepared by the Chief, Western Hemisphere Division.
- 2. A review of Mrs. Bustos-Videla's Official Personnel File was a really reproduct the material red Calc of Nick. Without exception. The personnel of this officer decarding of the allocations as an accordance that been identified by various as "Imperior" and "Outstanding." Likewise, nothing in other records maditained by the Office of Personnel contradicts or modifies the impressive record made by Mrs. Bustos-Videla.
- 3. Testimony to the high regard which collected of VII Division First Wide officer's work is furnished by noting that this. Bustos-Videla is the first female officer to be proposed for a QUI by Wil and one of a world of but three officers nominated by that Division for the sward times the QUI provision of the Federal Salary Sector Acc of 1962 became effective in CIA approximately diffeen months ago.

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6 March 1964

MEMORANDUM FOR: Deputy Director of Plans

ATTENTION : DDP/OP

14 00000

SUBJECT : Request for Quality Step Increase for

Charlotte Bustos-Videla

 On the basis of the information presented below, it is recommended that a quality step increase be approved for Charlotte Bustos-Videla.

- 2. As stated in the accompanying Fitness Report, Subject's performance of her duties has been uniformly outstanding. In addition to her responsibilities as the desk officer for Mexico PI and Operational Support Projects, she carries a heavy burden in the areas of administration, preparation of special reports and training of personnel. She frequently represents the Mexico Section in dealings with other elements of the Agency and acts for the Chief of Section in his absence, subject's performance clearly exceeds the normal requirements of the assignment and of her present GS grade level.
- 3. Subject's present high quality of performance typifies her performance over a period of several years and it is fully expected that this level will be maintained.
- 4. Consideration was given to the granting of a Merit Award but the quality step increase seems more appropriate in this case. Subject has been passed over for promotion in the past and due to limitations as to

area of assignment, it is unlikely that a promotion to grade GS-13 can be obtained. The salary increase is therefore thought to be the most fitting reward for her outstanding service.

APPROVED:

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15 March 1963

MENCRANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT:

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Recommendation for Promotion to Grade GS-13

Mrs. Charlotte Bustos-Videla

l. Mrs. Charlotte Bustos-Videla entered on duty with MH Division in August of 1951. She has served on a variety of desks covering South American as well as Mexican and Central American affairs. In each of her assignments she has demonstrated exceptional competence and devotion to duty.

- 2. Since December 1957 Mrs. Bustos has been assigned to the Maxican Desk and at present is Acting Chief. She is the soul and motor of that desk, managing many of its operations and supervising its staff, many of whom she has trained. She is past mistress of administrative presidures and the wage with which she obtains chearness, metalais a thousand accuracy expectate which she detains chearness, metalais the most complicated operational aspects of projects is phonomenal. Her work output is enormous and yet everything is done simply and modestly with a minimum of excass motion. She is an outstanding employee and should be deserving of recognition.
- 3. It is recommended that Ara. Bustes be promoted to grade GS-13.

J. C. XIGO Chiof, Western Hemisphero Division

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21 Tay 1961

MEMORALTUM FOR: WH/Personnel

SURJECT: Change of Name

14 00000

It is requested that all records in the Agency, including the section which issues payroll checks, to changed to-reflect my married name: Charlotte Z. Bustos-Videla. This change is effective immediately.

Charles Buston Ketcher the riotte 2. Mat 5-71 dola 86/3/lexico

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TORM NO. 1152

16 July 1959

Buto Pizero (3

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT:

Recommendation for Promotion -Niss Charlotte L. Zehrung

- 1. Miss Charlotte L. Tehrung entered on duty with CIA on 27 August 1951. She was assigned to the Mexican Section of WH Division, Branch III, in June 1957. During the past two years she has been the responsible Case Officer for several FI and CE Projects.
- 2. Miss Zehrung is a loyal and dedicated employee. She has displayed considerable initiative and has been able to carry out her duties with a minimum amount of support. She readily accepts responsibility and is a highly efficient worker who thinks clearly and logically. Her knowledge of Headquarters and Field procedures in addition to her ability to organize her work greatly facilitates the smooth functioning of the Mexican Desk. She has demonstrated a superior comprehension of the numerous and varied projects of the Mexico City Station which has contributed to the overall Headquarters support of the stations performance. Because of her sound understanding of operations and her outstanding capacity for work, Miss Zehrung has an excellent potential for assuming greater responsibilities.
- 3. In recognition of her outstanding performance it is recommended that Miss Zehrung be promoted to grade GS-12.

o c. king

Western Hemisphere Division

17 March 1953

MEMORANDUM FOR: Charlotte Zehrung

VIA

: Chief, WH/3/Mexico

- 1. You have been selected by your division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your appointment is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the Clandestine Services objectives for your component.
- 2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and Index cards recommended for destruction by other members of your branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RI as that of an officially appointed Records Officer.
- 3. A sories of meetings will be held in Room 1800, f Building to brief you and your colleagues on the details of your duties as Records Officer. You have been scheduled to attend the meeting to be held on Wednesday, 2 April 1958, 1300 1645 hours: if it is not possible for you to attend on the date designated, please call Extension 8325 to arrange for an alternate date. Please review the attached materials prior to this meeting.

Attachment

As stated

cc: Personnel Jacket of Addressee

S-E-C-R-E-T

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Charlotte BUSTONS-VIDELA

LEFT HAND SIDE

(numbered top to bottom)

- 1. Admin and finance documents March 1974 Jan 1978
- 2. Admin and finance documents May 1951 April 1956
- 3. Bio profile (sanitized form in file)

·Charlotte BUSTOS-VIDELA

RIGHT HAND SIDE FILE

(numbered top to bottom)

- 1. Personnel/cover after 1973
- 2. "Actions" Personnel actions after 1973
- 3. "Actions" Personnel Actions Before 1957
- 4. "Fitness Reports" May 1973 Nov 1977
- 5. "Fitness Reports" prior to 1957
- 6. "Other" admin material after 1973
- 7. "Other"-admin material-prior to 1957
- 8. "Medical" all medical material related to clearances
- 9. "PHS-SEC" document related to cover legend

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EFFECTIVE DATE OF PAY ACJUSTMENT: OT JANUARY 1973

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PAY ADJUSTMENT IN ACCURDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962*

EFFECTIVE DATE OF PAY ADJUSTMENTS 9 JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

NEW MAME DPGN. FUNDS GRASTEP SALARY SERIAL BUSTOSVIDELA C Z \$20,721 51 620 CF 65 13 6

MPAY ADJUSTMENT IS ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSJANT TO AUTHORITY OF GCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENSED, AND A DCI DIRECTIVE DATED B OCTOBER 1952" EFFECTIVE DATE OF PAY ADJUSTMENT! 28 DECEMBER 1989

NAME SERIAL ORGY. FUNDS GRASTEP BUSTOSVIDELA C Z NEW 007667 BALLARY 51 620 CF 65 13 6 \$19,555

14 00000

"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE URDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENGED. AND DCI DIRECTIVE DATED OF UCTOBER 1962."

EFFECTIVE DATE UF PAY ACJUSTMENT: 14 OCTUBER 1973

SERIAL ORGN. FUNDS GR-STEP

NEW. SALARY

NAME

14 00000

\$24,811

BUSTOSVIDELA C Z

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 DF PL 90-206 AND EXECUTIVE DPDER 11474 PORSUANT TO AUTHORITY DR CCI AS PROVIDED IN THE CIA ACT DR 1949, I AS AMENGED, AND A DCI DIRECTIVE DATED 8 DCTC8FR 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

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BUSTOSVIDELA C Z

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL"90-206 AND EXECUTIVE DRUER 11413 PUPSUANT TO AUTHORITY OF OCL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

NAME

14 00000

SERIAL CRGN. FUNDS GR-STEP SALARY SALARY

BUSTOSVIDELA C Z

007667 51 620 CF GS 13 4 \$14,857 \$15,849

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-216
AS A MENDED. AND A DCI DIRECTIVE DATED 8 OCTOBER 1962."

OF 1949. EFFECTIVE WATE OF PAY ADJUSTMENTS 8 OCTOBER

NAME

BUSTOSVICELA C Z

SERIAL DAGN. FUNDS GA-STEP OLD 107667 51 620 CF SALARY SALARY G5 13 3 \$13,769 \$14.407

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 99-301 PURSUANT TO AUTHORITY OF DOI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOI POLICY DIRECTIVE DATED 8 OCTOBER 1952.

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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OLD NEW SERIAL OPGN. FUNDS GR-STEP SALARY SALARY

D BUSTOS.-VICELA C Z 907667 51 300 V QS 12 6 \$12,029 \$12,459

PRAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 AS AMERICA, AND A-EGI DIRECTIVE DATED 8 DETOBER 1902."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GRADE		-	Per A	nnum	Rates	and	Steps			
GRADS	1 .	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500			\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305			4,680	
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,025	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6.155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	3,610
GS- 9	7,220	7,465	7,710	7,955	8,200		8,690		9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520		10,060	
GS-11	8,650	8,945	9,240	9,535					11,010	
GS-12										
.GS-13										
GS-14										
GS-15										21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17		22.195	22,945	23,695	24,445				,	
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NEW SALARY OLD SALARY

GRADE-STEP SERIAL \$ 7,510 \$ 6,820 NAME

GS-11-3 107667 GORDON M. STEWART > ZEHRUNG CHARLOTTE

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CLASSIFICATION SECRET 12 IMPOST CL 81 055272

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CLASSIFICATION

SECTION I

NARKATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. One recommendations for training Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C his provide beginned for designations future personnel action. Memory of performance of managerial or supervisory dustes and cost conscioustess in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete. Section D, attack a separate sheet of paper.

In the 8 months during which she was under my supervision, Mrs. Bustos has performed in that same hard-working, highly-productive style which has become her trademark over the years. She understands the intelligence process from start to finish and is personally experienced with each step along the way, save the agent handling aspects. She excels in each phase of the work.

As chief of the Branch SA and Cuban activities section, she has once again demonstrated her mastery over her assigned duties. She is a sound, dependable, yet imaginative and energetic operations officer, whose performance leaves little to be desired. While she had had little previous supervisory experience, she has in this assignment demonstrated exemplary supervisory ability. Notwithstanding her drive, tenacity and attention to detail, she is a popular co-worker, is receptive to guidance and is sensitive to, and responsive to the needs of her subordinates.

In her performance of specific duty No. 2, she has brought to bear upon her daily duties her broad experience, high intelligence and good operational sense, functioning with practically no need of close supervision. It is comforting to know that an assignment given to this employee is always done promptly, professionally and cheerfully.

Her adaptability was demonstrated in her specific duty No. 3. Despite the press of normal daily activity, she was often called upon to produce "crash"

(continued)

SECTION E	CERTIFICATION AND	OMMENTS							
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21 May 1973	C/WH/I	John C. Murray							
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Narrative Comments (continued): (Charlotte Z. Bustos-Videla)

papers for the Branch because of her innate talents and established reliability. She never failed to impress her supervisor with her production, writing ability and energy. Her overall performance is clearly in excess of her grade level.

In terms of true cost and security-consciousness, she must also be considered very strong because she has a positive and aggressive attitude towards these subjects. It is with deep regret that the Branch parts with this employee who now moves up to the Division front office staff.

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#### Covert Action Operations Seminar No. 35 hours, full time

Participant : Bustos-Videla, Charlotte

Office

Year of Birth: 1929

Service Designation:

Grade : GS-13 No. of Students

£00 Date : 08/51

#### COURSE OBJECTIVES, CONTENT AND METHODS

The objective of the Seminar is to give the participant a familiarization with the major fields of covert action. These are viewed as:

Political Operations, including Propaganda;

Operations Against Priority Targets and Denied Areas. .

("Priority targets" is taken to include Soviet Bloc, Chinese Communist, Cuban, and North Vietnamese officials and other personnel in third countries, and other designated targets)

The Seminar includes a discussion of the "political animal" and on analytical look at the political personality.

The technique of instruction is one of talks by Operations Officers experienced in various specific kinds of operation, followed by questions and discussion. Participants are encouraged and exactted to ask questions and engage in the discussions, drawing upon and relating their exparience to that under discussion. One of the important values to be gained from the Seminar is this exchange of experience.

#### ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Richard A. Fuller

Chief Instructor

C-0-N-F-1-D-2-N-T-1-A-L

#### CONFIDENTIAL

#### TRAINING REPORT

#### Midcareer Course No. 34

Student: Bustos-Videla, Charlotte Date: 11/5-12/22/72

Year of Birth: 1929 Office : WH/1

Grade : 13 Service Designation: D

No. of Students : 30

#### COURSE OBJECTIVES -- CONTENT AND METHODS

The Midcareer Course is designed to enable potential executive officers to develop and widen their understanding of management practices, of the Agency and the Intelligence Community, and of the Government's involvement in international affairs.

The Course consists of three major segments of varying lengths. The topics covered through lectures, seminars, group discussions and field trips are:

- Effective managerial behavior as derived through study of the Managerial Grid.
- 2. The functions, relationships and problems of various Agency components and of members of the intelligence Community.
- 3. Selected elements of national power and current developments in key international affairs.

#### ACHIEVEMENT RECORD

No evaluation of the student is made during the Course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Midcarcer Course Chairman

Classified by: 17-1626 EX-2, APDCI.

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CONFIDENTIAL

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7 Aug 1972		lotte Z. Bustos-Videla
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UNDER MY SUPERVISION		
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAME AND SIGNATURE
7 August 1972	Operations Officer	/s/ John M. Burke
	'AV REVIEWING DEFICIAL	75) John M, Barne
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SECTION C NARRATIVE COMMENTS

The one criticism of this Officer's work that I and others have made in the past still stands. She tries to do everything and somethings in this business just don't deserve the attention she gives them.

I have no personal knowledge of her supervisor abilities, but believe she is a natural leader.

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		or recommended								
P-Proficient		~ .		ired results are boing pr		n the monner exp	ested.			**
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SECTION C HARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on larging language competence, if required for current position. Amplify or explain ratings given in Section B to provide best busis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and tonds, must be competitive. If explicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This supervisor has worked with a variety of Intelligence Assistants. Many were good, but none compared with this Subject. She is the most thorough and fastest working IA I have met. Her capacity for hard work and long hours is prodigious. Her knowledge of operational matters is equal to that of most case officers. She has an operationally creative mind and has made many excellent suggestions for the improvement of the section's work. Additionally, her command of the Spanish language enhances all of the above abilities. This officer has found her very pleasant to work with. She has a unique ability to make constructive criticism in a tactful manner.

If this Subject has a weakness, it was pointed out by the reviewing officer in the last fitness report when he said, "in her veracious appetite for all kinds of facts (she) can at times put undue emphasis on them, including factual minutiae as against equally important but more elusive subjective factors.

Because of her outstanding performance and abilities the Subject will be given some activity handling agent personnel, during the forthcoming year.

The Subject's continued fine performance since her last promotion merits special consideration by the Promotion Board.

SECTION D	CERTIFICATION AND COMME	:NTS
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9 December 197	1 /s/ Charlotte	Z. Bustos-Videla
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9 December 1971	Ops Officer	/s/ John M. Burke
3.	BY REVIEWING OFFICIAL	
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Deputy Chief of Station.

9 December 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED ON PRINTED NAME AND SIGNATURE

/s/ George A. Fill

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SECTION C NARRATIVE COMMENTS

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Subject worked most of professional the station PBRUMEN section. She was clearly outstanding in collating information from all sources during a recent intensified "PBRUMEN" month, determining as a result the overall pattern of the PBRUMEN mission here, spotting operational leads and updating target studies on all PBRUMEN officials as a result. Her final writeup regarding both new information obtained and the gaps that remain was thorough and useful.

Subject is extraordinarily rapid and efficient in researching for info, organizing files and other material and writing up any kind of resulting memo or dispatch. The same might be said perhaps of some other real pros in the IA field. However, in addition, Subject has a good, tough, operations-oriented mind and positively contributes ideas and suggestions re new operational techniques which the station has used profitably. Subject has natural managerial abilities as recently demonstrated in her organizing TDY help in a station-wide file and watchlist effort in connection with a presidential visit. Her Spanish is more than adequate for reading reports, and handling operational messages in that language. In sum, Subject is a tremendous station asset and would be extremely hard to replace without noting a serious loss in station efficiency.

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SECTION D CERTIFICATION AND COMMENTS									
1,	I. BY EMPLOYEE								
I CERTIFY THAT I HAVE SEEN SECTIONS A, U, AND C OF THIS REPORT									
DATE									
5 March 1971	5 March 1971 /c/ Charlotte 7. Dastos-Videla								
2. BY SUPERVISOR									
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5 March 1971	Operations Officer	/s/ John Issminger							
3	BY REVIEWING OFFICIAL								
by the rating offi Subject is definit the station has re- station procedures prepare studies in	opinion there is an excess cer, I am in accord with hely more than an IA and ha quired an individual with, operational awareness con a short period of time.  our hardest workers and me	is narrative comments. s performed as such when in-depth knowledge of mbined with an ability to She's thorough, concise							
25 March 1971	Deputy Chief of Station	/6/ George A. Fill							

SECTION C

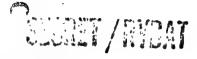
NARRATIVE COMMENTS

-continued

Three rather personalized comments might add meaning to this fitness report. Anyone, particularly a female, fitting the above description of efficiency and achievement can be, and often is a little overbearing and difficult to work with as a person. Subject, withall, is a pleasant personality who knows how to make her contributions and comments in a forthright but tactful manner. Secondly, and this one is a little hard to say, Subject in her voracious appetite for all kinds of facts can at times put undue emphasis on them including factual minutiae as against equally important but more clusive subjective factors. Thirdly, this rating officer has personally observed Subject only working on station premises at an office job, and frankly has no idea how she might function in outside operational work (cultivating people, working under outside cover).

Revenued by OP SPD/PPB

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MEMORANDUM FOR THE RECORD

CHARLOTTE BUSTOS VIDELA

SUBJECT: Overall Outstanding Rating on Method of Recognition

- 1. This memo is being written in accordance with paragraph three of Book Dispatch 5273 of 12 April 1966.
- about a year ago in recognition of her very fine performance. It is a little early to repeat that kind of recognition even though it is a most logical and meaningful means to show recognition of her outstanding work.
- 3. Consideration should be given to an appropriate occasion in the fairly near future to grant another QSI to

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15 January 1970

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective, their relationship to overall performance. State suggestions made for improvement of work Performance. Give recommendations for training. Comme on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Mannet of parformance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

In July 1969 Subject was transferred from the Cuba Section to the Station front office to serve as an executive assistant to the COS with special; responsibility for ensuring that the paper flow of the Station remained under effective control during the period of transition resulting from the assignment here of several senior officers. This transition period necessitated or gave rise to a number of changes in the management and administrative areas of the Station. Subject's performance in this assignment under these circumstances was clearly ontstanding. Her sound judgement, imagination and responsiveness to guidance not only contributed to maintaining the stability and momentum of the Station but also made possible an early effort to come to grips with many of the problems which an inflated Registry and a highly distinctive records system created for the new Station management team.

During the ensuing six month period, Subject has recommended and implemented a number of changes which have produced a more effective and less costly records system. Paper holdings have been reduced substantially, input has been reduced and now conforms to basic CS procedures and requirements. Personnel savings have been effected and supervisory responsibilities more clearly delineated.

To sum up, Subject has made and continues to make a major contribution in a singularly unsensational area of Station activity. Her advice is sought and appreciated not only by the COS and myself, but by other (CONTINUED)

CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEL 15 January 1970 /s/ Charlotte Bustos-Videla - BY SUPERVISOR F THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION 6 months OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE 15 January 1970 /s/ Paul V. Harwood BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL It would be difficult to overstate the contribution made by Subject to this Station during the past six month period, and I concur fully in the ratings and comments of the Rating Officer. I might add that Subject is one of the more versatile, conscientious and productive employees with whom I have worked in this organization, and that in addition to the administrative/ management role outlined above, continued to provide valuable operational/analytical assistance to the Cuban and other operational sections of the Station. The initiative and imagination shown by Subject in the very complicated administrative management assignment have been particularly commendable and her complete familiarity with the country, the language, and the background of the Station has been invaluable duffing this period of change and signature

/s/ James B. Noland

### SECRET/RYBAT

- 2 -

SECTION C

NARRATIVE COMMENTS

CONTINUED

personnel who appreciate her personal and professional qualities.
Subject is aware that her current assignment is an unusual one and that she soon may have worked herself out of her current job. Since she speaks fluent Spanish, has a unique ability to get along with people and to get things done, there will be no problem in assigning her back into a position more closely supporting operations. Our operations are certain to benefit thereby.

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1 August 1969	Ops. Officer	Francis Sherry (signed)
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James B. Noland

Chief of Station

1 August 1969

Reviewed by 8P/PD/ELB

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Subject's performance during the period of over one year under review continued to deserve the rating of Outstanding. Her major contributions during that period were in the fields of operational research and exploitation of information obtained through technical means. She was, during this period, given full responsibility for the handling of two full time senior transcribers including administrative matters. In view of the difficulty of recruiting target personnel the task of fully exploiting information obtained from technical sources is of great importance. Subject handled this task with her usual enormous capability for work, displaying initiative and great professionalism. She continued, in addition, to handle the other tasks listed in this report together with sensative reporting sent by a separate channel, altogether a much heavier workload than is usually carried by one person. She was helped in this by her good knowledge of Spanish, a talent for administrative work, considerable analytic experience and great devotion to her work. Subject should be considered for promotion to the grade of GS-14 at the first opportune moment.

SECTION D	CERTIFICATION AND CO	DAMENTS			
1.	BY EMPLOYEE				
1	CEPTIFY THAT I HAVE SEEN SECTIONS A, I	B, AND C OF THIS REPORT			
3 April 69 Charlotte Bustos-Videla /s/					
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19 months					
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR FRINTED NAME ON STATE			
3 April 69 .	Ops Officer	Francis Sherry /s/			
	BY REVIEWING OFFICE	IAL			
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The reviewing oppicial

The reviewing officer fully agrees with the ratings and comments of the rating officer. Subject consistently performs her duties in an outstanding manner, bringing to her job truly exceptional qualities of intelligence, reliability, and good humor. She is one of the most valuable employees in the Station, and the recommendation for her promotion from GS-13 to GS-14 is fully and enthusiastically endersed.

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S-E-C-R-E-T

### TRAINING REPORT

Soviet Bloc Operations Course No. 3

5 - 16 June 1967

80 hours, full time

: BUSTOS-VIDELA, Charlotte

Office

: DDP/WH

Year of Birth: 1929

Service Designation: D

Grade

Student

: GS-13

No. of Students

: 34

EOD Date

: August, 1951

### COURSE OBJECTIVES

To orient the student on the special nature of the Clandestine Services¹
Soviet Bloc target and to train him in the application of clandestine methods
for collecting information on, assessing, and preparing recruitment operations against Soviet Bloc personalities.

### ACHIEVEMENT RECORD

This is a certificate of attendance. No evaluation is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

Russell A. Lungelle

Instructor, OTR

S-E-C-R-E-T

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W. Wook  Performance ranges from wholly inadequate to sligh positive remedial action. The nature of the action probation, to reassignment or to separation. Descr  A - Adequate  Performance meets all requirements. It is entirely excallence.	could ran ribe actio	iga from c on taken c	punseling, t or proposed (	a furthe in Sectio	r training, on C.	to placing on	
P - Proficient Performance is more than satisfactory. Desired res	sults are	being pro	duced in a p	raficion	t manner.		
S - Strong Performance is characterized by exceptional profici					•		
O - <u>Outstanding</u> Performance is so exceptional in relation to require others doing similar work as to warrant special reco		the work	and in comp	ertson t	o the peri	formance of	
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List up to aix of the most important specific duties performed during the manner in which employee performs EACH specific duty. Consider ON with supervisory responsibilities MUST be rated on their ability to sup	ILY offections (	tivenass ndicata n	in performar umber of emp	ice of it ployees	at duty.	Ali employees	
including project actions, logistical	FI/C and f	E/Sup inanc	port pr ial sup	ojec port	ts ,	RATING	
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the into account everything about the employer which influences his a ormance of operatic duties, productivity, conduct on (a), cooperativity and institutions of falents. Besed on your hoodsdays of employed inco the letter in the rotting beauticularing to the statement which consequences.	eliactives enass, p e's over	id ni eeer Streetts ali perfo	s cuirons po sersonal stui manca durin	sition a its or ho ig the re	birs, and iting paris	od.	

SECTION C

NARRATIVE COMMENTS FEB 16

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper partiple we make make the improvement of work performance. Give recommendations for training. Comment on loveign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supply any during must be described, if applicable.

Subject has continued to perform during the period under review in the same highly competent manner which all who know her have come to expect of her. She continues to put forth her best efforts at all times. She is particularly to be commended for the manner in which she cheerfully accepts onerous tasks, usually with very short deadlines, and invariably comes up with a thoroughly prepared answer within the time allotted. She is efficient, she is fully knowledgeable and capable in her job, she has a friendly, warm, and pleasant personality, and is always ready to respond to her fellow workers with a helping hand. She has no supervisory responsibility per se, but is frequently called upon for guidance to new secretaries and case officers alike and is of real help in such cases. Subject is one of the strongest Headquarters case officers known to rater, and her overall performance certainly borders very closely on being evaluated Outstanding.

SECTION D	CERTIFICATION AND CO	AMENTS .							
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SECTION C	NARRATIVE COMMEN	ITS OFFICE OF PERSONNEL
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SECTION B PERFORMANCE	E EVA	LUATION				
W - Weak  Performance ranges from wholly inadequate to a positive remedial action. The nature of the acti probation, to reassignment or to separation. De	lon cou	ld range from c	ounseling, t	a further train	catego ning, to	ry requires placing on
A - <u>Adequate</u> Performance meets all requirements. It is entire excellence.	rely sat	Isfactory and I	s characterii	and maither by	doficie	ncy nor
P - Proficient Performance is more than satisfactory. Desired		• •	duced in a p	roficient man	nof,	
S • Strong Performance is characterized by exceptional pro		*			_	_
O • <u>Outstanding</u> Performance is so exceptional in relation to requested others doing similar work as to warrant special in			and In com	parison to the	perform	ance of
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Receive bury No. 1 Handle clearance actions, contracts, and addralling under these projects, and for the er Intell Analyst.						BATING LETTER
SPECIFIC DUTY NO. 8						RATING LETTER
Prepare miscellaneous memorands, budgets, an Staffs and Division officers from the Mexica general.			-			3
SPECIFIC DUTY NO. 4	<del></del>					RATITIO LETTER
Supervise the clerical and administrative pe and in general see to the smooth functioning						0
Records Officer for NH/3/M		B.				RATING LETTER
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PRCIFIC DUTY NO. 6						RATILO
Assume the responsibilities of C/MH/3/M when signing dispatches and cables, coordinating, and 5 Case Officers.						P
OVERALL PERFORMANCE	IN C	RRENT POS	ITION			
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NARRATIVE COMMENTS SECTION C

Indicate significant strongths or weaknesses demonstrated in current position keeping in proper perspective their relationship to versall performance. Suite suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory dubies must be described, if

Subject's performance during the rating period has been marked by general excellence. As indicated in Section B her supervision and direction of the Section! work relating to intel support, administration, preparation of special reports, training personnel, etc. is uniformly outstanding. The fact that these functions are handled in addition to her duties as the desk officer for the FI and Ops Support projects, which she performs with unusual competence, serves to illustrate her value to this Section. She has an exceptional ability independently to determine proper courses of action and to initiate action to carry them out. She has a profound understanding of the area operational program and contributions to it are imaginative and constructive.

In the opinion of the rater Subject's performance compares favorably with any 08-13 dask officer within his experience and she performs occasionally at the CS-14 level. Moreover, she carries out her duties cheerfully, loyally and in close and amicable cooperation with her fellow employees at all levels.

In those aspects of her duties which involve cost e.g. the review of operational projects, she has given close attention to the budgetary matters and has frequently suggested ways in which economies an the operations might be effected.

SECTION D	CERTIFICATION AND C	)AAAENTS
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	CERTIFY THAT I HAVE SEEN SECTIONS A,	S, AID C OF THIS REPORT
UATE	SIGNATURE OF CHPLOYER	" / ." .
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1-28-64	C/WH/3/Mexico	Bernard Reichhardt
3.	BY REVIEWING OFFICE	AL .
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I concur i	n the high rating given this	employee. She is undoubtedly
the ublest empl	cyce in this branch in the po	erformance of her particular
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The category checked below is an interpretation of the scores made by the wronn named above on a battery of foreign land wage aptitude tests. The relationthips between test performance and subsequent training performance of trainers in gency language training courses are indicated by the graphs next to the aptitude integration. The graphs to the left are for woman and the graphs to the right are or men. From these graphs you can read for each aptitude category the arebability that a person in that category will perform in an agency foreign language training course at an average or bett retain-everage level. For example, 22 per ment of the women who obtain an aptitude rating of "B" can be expected to be Verage or better in course performance, while 5 per cont of the men with ratings of "8" can be expected to be average or better in course performance. A man needs in aptitude rating of "o" to have about the same expectation of success in anguage training as a woman with a rating of "B". At the other end of the scale, 10 per cent of either men or women who obtain aptitude ratings of "2" can be expected to do average or better-them-average work in training. The differences in relationship are due to differences between men and women in both training performance and test scores. On the average women are somewhat higher on both.

Percent of W. Men Whose Language Training Performance Is Expected to Be Averago or Bitter than verage 100 80 60 40 20 0	Aptitude Category	Percent of Men Whose Language Training Performance Is Expected to be Average or Better than Average 0 20 40 60 60 100
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72%	3.	689
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Since many-things other than aptitudes enter into the determination of training course performance, in any class of students there will usually be sens whose performance wall be better than would be expected from their test scores, just as there will likely be some whose performance is poorer than expected. STERNITH OF LOCAL TION, INCOMENTATIONS IN A POWELM LOCALNESS, and other factors should be considered in selecting people for language training and in interpreting language training results. For example, the number of languages previously studies or learned and the amount of academic and non-academic language-learning experience are factors not account by the tests but are indicative of probable success in learning a foreign language. Whether such experience was in the same language in the one to be studied or in a catherent one is, of course, an additional relevant factor.

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### TRAINING REPORT

RECORDS OFFICERS COURSE

30 April - 4 May 1962

Student

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: Charlotte Z. Bustos-Videl-Office

Year of Birth: 1929

Service Designation: D

Grada . : GS-12

Number of Students : 34

**EOD** Date : Aug 1951

COURSE OBJECTIVES - CONTENT AND MRTHODS

This course, designed for present and prospective Records Officers, has four principal objectives.

- 1. To give an appreciation for the Agency's CS mission.
- 2. To describe the role that records play in the discharge by the Agency of the responsibilities inherent in the mission.
- 3. To emphasize the importance of records and proper records management in the successful performance of the stated mission.
- 4. To increase awareness of the inter-relationships between the C3 mission and regards; to sharpen judgement in the handling and disposition of records; and to improve performance of Records Officers.

The student is instructed through the media of lectures, directed reading, practical exercises and discussions.

### ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

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#### SECTION C

### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement all work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

This officer is the person chiefly responsible for the Mexico Deak's deserved reputation for excellence and efficiency. The complicated and never-ending tasks of project processing, clearances, tracing, and coordination are handled by her with blinding speed and unerring perfection. Procedural problems are there to be solved, and the solutions come with amazing rapidity. Operational problems are worked out thoroughly and conscientiously. No corners are cut and no principles are compromised.

Never at a loss for an answer, this officer never shrinks from any assignment and instinctively wants to take over any vexing problem which is holding up progress. She is complete mistress of file and record resources and answers all queries within minutes. The most complex budgetary and planning projects are handled by her with deceptive ease.

These qualities of rare efficiency and speed are coupled with an even rarer degree of amiability and cooperativeness. The work which proceeds under her at such a break-neck pace nonetheless goes on in an air of placidity and good humor. The large office staff is run without a trace of tension, jealousy, or friction. All of this is traceable to this officer's fine example and catalytic effect on her colleagues.

Finely-educated, handling the Spanish language with fluency, and keeping up with current events in her area, this officer is a unique asset to

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stross strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

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This outstanding employed has maintained the high standard of performance set forth in the report of this supervisor blyckshape. There possible, she has exceeded her earlier performance record. Juring the past year this office acquired considerable new personnel, which Subject trained in a highly capable manner to guarantee the smooth-functioning of the office. The undersigned hopes this employee will continue to serve this organization indefinitely notwithstanding her carriage during the past year.

SECTION F	CERTIFICATION AND CO	MMENTS
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OFFICE OF PERSONNEL

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE SECTION E

Stress strengths and weaknesses demonstrated in current pesition. Indicate suggestions made toppy different the morning. Describe, if appropriate, his patential for developmentations for his maining. Describe, if appropriate, his patential for developmentation of associating granter responsibilities. Amplify or asplain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

SECRET (When Filled In)

This is a truly outstanding employee with capabilities for beyond those required for her present position. She has an unusually keen mind, makes decisions that are correct without hesitation and carries out all actions promptly and efficiently. She is the supervisor of the office staff, who respect and admire her ability. In addition to her skill, she is possessed of a most pleasing disposition which ingratiates her with the other members of the staff. The years of experience she has had at the various jobs to be done at a country desk make her invaluable as a trainer and supervisor for new personnel. Her knowledge of Spanish has also been especially helpful at the Mexican Desk. This supervisor would be most pleased to have her serve with him on any future assignment.

SECTION F CERTIFICATION AND COMMENTS								
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This employee is intelligent, loyal and dedicated to duty. She has an outstanding ability in getting her job assignments accomplished effectively and with a minimum of time and support. She readily accepts responsibility, is a highly efficient worker who thinks clearly and logically. Her knowledge of Headquarters and Field procedures plus her ability to organize her work greatly facilitates the smooth functioning of the Mexican Desk. She has demonstrated a superior comprehension of the numerous and varied projects of the Mexico City Station hich has contributed to the overall Headquarters support of the Station's operations. Because of her sound understanding of operations and her outstanding capacity for work, Miss Zehrung has an excellent potential for assuming greater responsibilities. Additional training is dependent upon her future assignments.

SECTION F	CERTIFICATION AND (	COMMENTS					
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#### NOTE TO PCS RETURNEES

Personnel processing in from a PCS foreign field assignment through Central Processing Branch are required to review the Employee Conduct "Handbook and the information for PCS returnees. This information is contained in a notebook provided by the CPB receptionist.

#### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 9 July 1970 and the information for returnees dated 1 February 1972.

CHARLETTE Z. RUSTES-VIDETA HANCE (Please Print)

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SCALETTI, even after five years on the job, without a fight, did not
other reasons intervene. Her husband is working in New York now and
so her remaining here any longer than needed for her to qualify for he
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an assignment in New York for her. She is such a valuable person that anyone who has worked with her would be glad to have her on the premises: so there is no need to try to "sell" her: it's just the question of whether the timing would be right, I should think.

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cates the settlement of estate and financial matters. The inform or afterney in the event of your disability or death and will be discl	that the absence of certain personal data often delays and compli- nation requested in this section may prove very useful to your fami osed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS &	HITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE A
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All financial information is on file	alen om. Teråel
Mr. John DAHLGREN	
DARIGREM DARRAGH & CLOSE 1000 Conn. Ave., N.W., Washington D.C	
ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNIC	
P VES, DO YOU HAVE A JOINT ACCOUNT?	
NAVE YOU COMPLETED A LAST WILL AND TESTAMENTY	IES NO. (Il "Yes" where is document located")
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#### MEHORANDUH OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 1963, and the information brochure for PCS returnees, dated May 1964.

Signature

BUCTOS Mdelu, Charlotte

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11. PREFERENCE FOR NEXT ASSIGNMENT
TIA. DESCRIBE BRIEFLY THE TYPE TO WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU MAVE MUTE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I enjoy both Administrative and Cps/ IA work.
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118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE SOX. ALSO INDICATE PREFERENCE ROR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 8 3 (for let, 2nd, and 3rd chaice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
3 CENTEND TOUR: 32 MONTHS AT CURRENT STATION TO AUE 1971
DE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
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2 RETURN TO MY CURRENT STATION for 2nd tour.
TO BE COMPLETED BY FIELD STATION
12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFFRENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Would not stand in Subject's way, were she to be fortunate enough to
get a Paris assignment. However with her long Mexico background (both
Hdqs and field) and her multiple talents she has been invaluable in the
reorganization of this highly complicated Station under changed
circumstances, will continue to be so during the next several years
and to lose her would be like losing one's right arm. Therefore we strongly endorse either a second tour or an extension.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE  3. IN CONTIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOTEE HIS PREFERENCE FOR NEXT ASSIGNMENT.
AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Wil Division recommends that subject return to Mexico City for a second tour.
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FOR USE BY CAREER SERVICE
4. APPROVED ASSIGNATION
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#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

### TO COMPLETE THIS FORM-

## FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
  Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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7	FILL IN THE IDENTIF	YING INFORMA	TION BELOW	(please print or type):			,	
4	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL	SECURIT	Y NUMBER	7
	Bustos-Videla	Charlotte	leuise	January 12, 1929	069	24	3138	
	EMPLOYING DEPARTMENT O	R AGENCY C	7667	LOCATION (City, State, ZIP Code)		-		

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9	MARK AN "X" IN	ONE OF	THE BOXES BELOW (do NOT mark more than one):
J	Mark here ——————————————————————————————————	(X)	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE Lelect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance.  This optional insurance is in addition to my regular insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	(B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE I decline the \$10,000 additional optional insurance. I understand that I cannot elect op- tional insurance until at least 1 year after the effective date of this declination and unless at the time 1 apply for it 1 am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declina- tion of additional optional insurance.
•	Mark here if you WANT NEITHER regular nor optional insurance	(C)	WAIVER OF LIFE INSURANCE COVERAGE  I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular in- surance until at least Lyoar after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of in- surability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE, IF YOU MARKED BOX "A" OR "C".  COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY
COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	(official receiving date stamp)
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DATE 13 Sebruary 1968	
	See Table of Effective Dates on back of Original

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STANDARD FORM No. 176-T IANUARY 1968 (For use only until April 14, 1968) 176-191

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SECTION XII

ONLIGHEN AND OTHER DEPENDENTS

I. HUMBER OF CHILDREN (Including stepchildren)
UNDER 21 YEARS OF, AGE, AND ARE NOT SELFSUPPORTING.

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPTNOTED SEX B SECTION XII SEX CITIZENSHIP YEAR OF BIRTH RELATIONSHIP ADDRESS MAIL ROOM • ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

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CONTINUATION OF FART II-LANGUAGE ELEMENTS										
SECTION D. Spraking (43)										
1. I SPEAR FLUENTLY AND ACCUMATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS: 8 CONVERSE FREELY AND EDIGNATICALLY IN ALL PHILOS BITH MHICH I AM FAMILIAN.										
1 SPEAK FLUENTLY AND ACCURATELY IN NEARLY BLL PRACTICAL AND SOCIAL SITUATIONS? I CAN CONVERSE IN MOST FIELD TO THE BHICH I AM FAMILIAN AND FEMPLOY SOME POPULAR SAYINGS. LITERARY QUOTATIONS, AND COMMON PROVERSS.										
3 I BET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT MOUTINE BUSINESS IN PARTICULAR FIELDS										
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.										
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.										
SECTION E. their standing (44)										
I UNDERSTAND MON-TECHNICAL COMVERSATION ON ALL SUBJECTS, BOTH FACE-TO-PACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.										
I UNDERSTAND NON-TECHNICAL CONVERSATION ON HEARLY ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEPHONE: I 2. Understand most of what I hear on the radio and at the movies, plays, and lectures, including most jokes and Puns.										
3 PHONE: I UNDERSTAND MEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE TO-FACE AND ON THE TELE-										
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.										
5. I AM NOT ABLE TO UNDERSTAND THE SPONEN LANGUAGE.										
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.										
PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)										
1. I HAVE HAD EXPERIENCE AS A FRANCLATOR.										
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.										
3. BOTH OF THE ABOVE STATEMENTS APPLY.										
4) NONE OF THE ADUVE STATEMENTS APPLY.										
PART IV-GERTEFICATION										
I CERTIFY THAT THE INFORMATION GIVEN ARRYS IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF.  THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-113. PAR, IC(4). I UNDERSTAND THAT I MUST PAZS AN OBJECTIVE EARGUAGE PROFICIENCY FEST SEVUNCT UECOME ELIGIBLE FOR AN ARABD. AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS BILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.  FE SIGNED  SIGNATURE										
2 April 1957 Carlotte Francis										
(1)										

MEADLEM: 19 Sept. 1952

SECRET
Security Information

ZEHRONO, Charlotte L. lame: Last, First Middle

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TO:

All C. I. A. Personnel

Cold miles

FROM:

Personnel Director

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

Glouge E. Melcon
Personnel Director

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Security Information

FORM NO. 37-152

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# SECRET Security Information

# PERSONNEL QUALIFICATION QUESTIONNAIRE

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# SECRET Security Information



#### SEC. II. WORK EXPERIENCE.

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to

adequately describe your duties. From 1/52 To Description of Duties: I have the responsibility Tot. mos. of disseminating and musing all reports received Salary 3/207.00 from o a Station, take appropriate action on raports received from other apereion by forwardin Office FI/WH/8-1211 this information to the field or signal ingrequested Position lata. I inform the field of additional info at Title: Intelligence Officer leadquarters on fellyiduals a d organizati, ns as Duty requested or as deemed recessary. I also maintain Reports Officer Title: Duty Station, is overseas: two CE notabooks. To/, / 2. Description of Duties: Tot. mos. Same as above with a Salm tation. I had less Grade 5 Salary 33410.00 individual responsibility. FI/dH/Brazil Office Position Title: Intalligance College Duty Duty Station, if overseas; Description of Duties: Tot. mos. 1 As a casual I typed dispatches, memogranda, Grade 5 Salary 33410.00 and disseminations for branch II. I took a limited amount of shortings. Office FI/M/II Position Title: Secretary (Chase, ranky) Duty Title: Duty Station, if overseas: Description of Duties: Tot, mos. ] I assembled disseminated roomts. 5 . Salary 33410.00 Office Position Title: Secretary (Sternoraphy) Duty Duty Station, if overseas: Title:

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II. WORK EXPERIENCE (CONT'D.)

Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.)

From 1/31 To 3/31 Tot. mo's /	Exact Title of your position
Classification Grade (if in Federa	Statistical rifteman
Service) 3 Salary \$2650,00	Description of Duties:
Number and Class of Employees	I did statistical drafting, cartography,
Supervised: none	Parking of Hamilton to the Carticgr.
Employer De artment of Interior	typica and other advent with a cities.
Kind of Business or organization.	
(i.e., paper products mfr, public	·
utility)	Duty Station if overseas:
From 6/50 To 3/51 Tot. mo's 11	Exact Title of your position
Classification Grade(if in Federal	
Service) Salary 1.10 /br.	Description of Duties: As an absistant to the
Number and Class of Employees	executives I was responsible for purchasing stock
Supervised: 2 = 6 glarks	for the pift shopes and instrictive clarks and
Employerge sing flavole of the thon,	greenhouse employens, I had fill responsibility
Kind of Business or organization	of the books a d cash. I made reports on the
(i.e., paper products mfr, public	business and acted as sales cherk for the shopes
utility) - thursers and fifth Choppe	Duty Station if overseas: and the landscaping buon
From 2/50 Tor/50 Tot. mo's 4	Exact Title of your position
Classification Grade (if in Federal	Assistant Bookkeeper
Service) Salary 3200 / mo.	Description of Duties:
Number and Class of Employees	I made monthly financial reports, had the
Supervised:	responsibility of the books, did tuping and
Employer Mational Peanut Courcit	other peneral office work.
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) trade association	Duty Station if overseas:
From 6/19 To 8/19 Tot.mo's 3 Classification Grade (if in Federal	Exact Title of your position
Classification Grade (if-in Federal	_ · _ ·
Service)Salary	Description of Duties: I worked are month
Number and Class of Employees	in the office of the Chemical shoretory and
Supervised:	two months in the factory.
Employer Friedding Co., Con. Pol	ora.
Kind of Business or organization	
(i.e., paper products mfr, public	1
utility)	Duty Station if overseas:
From To Tot. mo's	Exact Title of your position
Classification Grade (if in Federal	
	Description of Duties:
Number and Class of Employees	
Supervised;	
Employer	
Kind of Business or organization	,
i.e., paper products mfr, public	
	Duty Station if overseas:
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SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any

you may have been employed.  Ol U.S. Secret Service 24 Air Force A-2  OZ Civil Police 25 Foreign Economic Admin.  O3 Military Police 26 Counter Intelligence Corps  O4 U.S. Border Patrol 27 Immigration & Naturalization  O5 U.S. Narcotics Squad 28 Strategic Services Unit  O6 FBI 29 Foreign Service, State Dept.  O7 Criminal Investigation Div. 30 Central Intelligence Group  21 Office of Naval Intelligence 31 Armed Forces Security Agency  22 Office of War Information 32 Coordinator of Information  23 Army G-2 33 Office of Facts & Figures  20 Office of Strategic Services 34 Board of Economic Warfare  SEC. III. FOREIGN LANGUAGES  List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired							to uired.			
		ом	PET	ENCI	Ξ		HO	W A	CQUI	RED
LANGUAGE	Equivalent to '	Fluent but obviously	Adequate for Research **		Limited Knowledge		Native of	Prolonged	Contact	Academic Study (Inc. CIA training)
Spanish		-	-	<del>  -</del>	<u> </u>	- <del>-</del> 3	ļ		-	<u> </u>
Franch Porbugiosa			-	1×	-			-		-x-
TVLOUP, 13278	-	<u> </u>	Х	-	<del> </del>			+	-	X
* If you have checked 'Fluent' for a languand written form (e.g., Arabic), expla	in yo	ur c	ompo	to do	e her	ein	zed	lang	uage	work
involving vocabularies and terminologications, and military fields. List the l										muni-
SEC	RET	,					<del></del>			
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## SECRET Security Information

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SEC.	IV.	MALA	VMOM	

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Which Knowledge Was Aquired (check (X) one)					
·	Etc.	Residence	Travel	Study			
South America	1 sem econ and mon.			7			
Gunters la	7/18 to 8/18	Y					
Mexico	7/46		х				

List specialized knowledge of Area
List specialized knowledge of foreign country such as knowledge of terrain,
coasts and harbors, utilities, railroads, industries, political parties, etc.,
gained as a result of study or work assignment. Include name of employer
or organization.

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Country	Type of Knowledge How and When Gaine			

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

	Per Cent of		WPM (Approx	imate	Prefe	r Ass	ignme	nt
5kill	Time Used	Not Used	Proficiency)		Using	Skill	Oftene	r
Typing	1. drafts	۷.	60		1.	Yes	2.7	No.
Shorthand		٤.	70		1.	Yes	2.7	No
Shorthand S	System: 1. 🗵	Manual 2.	Machine 3.	Speedw	riting.			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	.2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.  painting, skling
· ·	

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SEC	VII	PROFESSIONAL	AND	ACABEMIC	HONORS

List any professional or academic associations or honorary societies in which
you hold membership.





# SECRET Security Information



SEC, VIII, PUBLICATIONS				
List below the type of writing (non-fiction: profes				
general interest subjects, current events, etc; fic	tion:	novels, .	short st	ories, etc.)
of any published materials of which you were auth	or or	co-autho	or.	t
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		,		
SEC. IX, INVENTIONS				
Describe any devices you have invented as to type	of wo	rk for wi	hich inte	ended
and whether patented.				
Device	T		Patented	
	(1)	Yes	(2)	No
	(1)	Yes	(2)	No
	(1)	Yes	-(2)	No:
SEC. X. CIA TESTS				
Describe below the type of tests which you have tal	ten in	CIA:		
Type of Test	······································		Date	Taken
typing, shorthand, peneral intelligence exam			8/195	;1
exum for reports officer			5/12	
SEC, XI. PHYSICAL HANDICAPS				
List any physical handicaps you may have.				
4				
_				
EC. XII. OVERSEAS ASSIGNMENT		*		
Are you willing to accept periodic tour of duty over	seas?			
(1) 2 year Tour (2) 4 year Tour (3) Not is		ted .		
EC. XIII. WORK ASSIGNMENT		•		
In view of your total experience and education, for	what a	ssienme	nt in CI	A do
you think you are best qualified?				
I feel I am heat qualified for a reports or o	* . 2 3 3 5 7 3	e cositio	171 -	
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	Present Draft Status Have you registered unde If yes, indicate your pres			of 1948?Yes	No.
	Present Reserve or Natio Do you now have Reserve			Yes No.	
] :	If yes, complete the follo				
	1. National Guard				
	<ol> <li>Air National Guard</li> <li>Active Reserve State</li> </ol>	us Imambar of or	ranized un	i+1	
	Inactive Reserve Sta	itus		·• <i>•</i>	
. 5	Service	Grade		Location	<del></del>
	Reserve Unit with which o	currently affiliate	ed		<u></u>
	Service Mobilization Assi	gnment, if any			
<u></u>	Location of Service Reco	rds, if known			
	XV. CIA TRAINING List the training courses	or subjects you h	nava takan	while in the CIA	
	ourse or Subject	or subjects you.	15	rom) Dates (to	
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If were duti	ies changed materially while working dock to describe each position. Son	for the name emidays	Z. MAT	(b) If you have that fact in the apace	never been employed e provided below his	d or are "Present I	now pace	ankyol, ind	icaro 🎉
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Mr. Harry Schwartz U	niv. of	Syracuse, Syracuse, N. Y.	Professor
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As of 5 July, 1951, Subject's Washington address is

3817 Davis place N.W. Phone - Ordury 1618

### PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA.", Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

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2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU KEAD AND DO YOU UNDERSTAND THE INSTRUCTIONS? .

A. PULL MAME (Um So Institute)			Zehrung	Telephone:
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BROTHERS AND SI	STERS (Includ	ing half-, step-,	and adopt	ed brothers	and sister	s):
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	(Fint)	(Middleto	de)	(+a) 1/4a	(Last)	064.
PRESENT ADDRESS	(St. and Number)	(Chyt	(State) 7	(Country)	(QI	isenship)——US
2. FULL NAME	Dorochy	Jon	40	nrung	AGE	17
PRESENT ADDRESS	San Rue (	Bardens. Da	vton 9.	Ohio U	SA	USA
. THEOLINE ADDRESS	(St. and Number)	(City)	(State)	(Country)	(C)t	isenship)
8. FULL NAME	(First)	LTISAGEU	l 4:	enrung	Last) AGE	15
PRESENT ADDRESS	San Rac	Gardens,	Dayton (	Onio (Country)	USA	USA.
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SEC.	10. RELATIVES BY BLOOD, MARR OR WHO ARE NOT CITIZENS O		HO EITHER LIVE ABROAD
	1. NAME Col. Paul Zehrung		
	CITIZENSHIP USA 2. NAME distant relatives	ADDRESS HI USA FE,	APO 633 SPost Master
	Grandnavanta on Co	mbaris sida dawa II	rom Sweden
	CITIZEŃSHIP	ADDRESS (St. and Number)	(City) (State) (Country)
	3. NAME	RELATIONSHIP	AGE
so concession	CITIZENSHIP	ADDRESS (St. o. J. Number)	(City) (State) (Country)
Sec.	11. RELATIVES BY ELOOD OR MA THE U.S. OR OF A FOREIGN GO		RY OR CIVIL SERVICE OF
	1. NAME Col. Paul Zehrun		
	CITIZENSHIP USA		
			of Kaintenance HI USA FI
	2. NAME Hajor Jack Hacklin	RELATIONSHIP	cousin AGE 31
			inston, D. C. USA (Country)
	TYPE AND LOCATION OF SERVICE	(IF KNown) Pantagon, .	eashington, D.C.
	a NAME Mrs. Elsie Dicke	RELATIONSHIP	Aunt Ags55
,	CITIZENSHIP USA		
	TYPE AND LOCATION OF SERVICE		
		(5) ·located in	a Kontana — 10 ansi

### SEC. 12. POSITION DATA

	B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? \$ 3,100
	C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY
	FREQUENTLY, CONSTANTLY :
	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C
	ANYWHERE IN THE UNITED STATESOUTSIDE THE UNITED STATES
	E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:
LTAG	
	13. EDUCATION
	ELEMENTARY SCHOOL West Carrollton, O. USA
	DATES ATTENDED 1933 - 1944 GRADUATE? Yes
	HIGH SCHOOL Oakwood High School Dayton 9, Ohio USA (Country)
	DATES ATTENDED 1944 - 1946 GRADUATE: Yes
	COLLEGE Syracuse University Address Syracuse, New York USA
	MAJOR AND SPECIALTY Economics & Spanishears completed 4
	DATES ATTENDED 1946 - 1950 DEGREE . BA
	COLLEGE Universidad de San Carlonas Guatemala City, Guatemala C
	MAJOR AND SPECIALTY Spanish YEARS COMPLETED 5 credits
	DATES ATTENDED SUMMER 1948 DEGREE none given
	CHIEF UNDERGRADUATE COLLEGE SUMECTS economics - statistics
	Spenish grommer with literature

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SM:	1.1	ALCO P. L	1. 25.	4316	PUNCE, H. N	MILLIARY	SERVICE	110110

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	TION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH Y DESIRE TO EXPLAIN? GIVE DETAILS:
	HO
. 1	7. GENERAL QUALIFICATIONS
	A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," "FLUENT")
	LANGUAGE Spanish SPEAK fluont READ fluent WRITE fluent
	LANGUAGE Fronch speak slight READ fair WRITE foir
	LANGUAGE
	B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFCIENCY IN EACH:
	Art-drawing, painting, crafts, studied at school - good
	Swimming, good; Reading; Knitting, good; Basketball, fai
	tennis, fair
	C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICE MIGHT FIT YOU FOR A PARTICULAR POSITION?
	I have spent a summer in Gustemals, living with a Gustemala
	family, learning the life and ways of a Spanish family and
	I have guite a complete knowledge of the florist business f
	helping my father over a period of about 8 years.
	D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH TURKET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:
	calculator
	APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING60, SHORTHAND . 70
	(3) )9-62537-1

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, BUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC.  10	
IF YES, INDICATE KIND OF LICENSE AND STATE	
FIRST LIC. OR CERTIFICATE (YR) LATEST LIC. OR CERTIFICATE (YR)	
F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION BUCH AS:  (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT EUBMIT COPIES UNLESS REQUESTED)  (2) YOUR PATENTS OR INVENTIONS  (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE.  (4) HONORS AND FELLOWSHIPS RECEIVED	
3-I did a lot of extempt and declamation work in public sp	eaking
contests in high school. I am a member of the National	Forensic
League.	•
4-I received a partial achologabit from Chapel at Syracuse	
University	
G. HAVE YOU A PHYSICAL HANDICAP, DIBEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK! IF ANSWER IS "YES," EXPLAIN:	-
	•
LDO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:	
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SEC.		FERENCES—IN THE U. S.—WHO KNOW YOU INTI- business addresses where possible.)
	•	Street and Number City State
	i Mr. John Lewis	BUS ADD Oskwood High School, Dayton, Ohio
	A see also year on a dispersion and reservoirs a state to be a distance and	RES. ADD. NA
	2 Mr. Herbert Holderman	BUS ADD Frigidaire, Plant 2, Dayton 9, Ohio RES ADD 11 Winding Way, Dayton 9, Ohio
	Er. Albert F. Kuhl, E.	Deus ADD Harries Bldg. Deyton Ohio
	4 Mr. George Pohlmayer	BUS ADD NA RES ADD 96 Winding Way, Dayton, Ohio
	& Kiss Katherine Smith	BUS ADD NA RES ADD 59 Wiltshire Dayton 9, Ohio
SEC.		·
-	Man Shandada Kasa	Street and Number City State
	1 Miss Theadosia Loran	RES ADD R. R. 2 Cazanovia N. Y.
	2. Mrs. Ed Bastin	BUS ADD San Rae Gardens Dayton 9, Ohio RES ADD Pease Ave., West Carrollton, Chic
	3Kiss Setty Hollis	BUS. ADD. Arlington Anex, Arlington, Va. RES. ADD. 1401-16th St., N. W. Washington N
	4 Ir. Harvy Schwartz	BUS ADD. VALV. of Sypacuse, Sypacuse, R.Y.
	5. Lir. Rulter Bohm	Bus app. Winter's National bank, Dayton, C RES ADD 259 Greenmont blvd. Dayton 9, 0.
Sec.	20. GIVE THREE NEIGHBORS AT (Give residence and business addres	
	1 Mr. Ray F. McKechnie	Storet and Number City State BUS ADD San Rao Gardens, Dayton 9, Ohio
	( Has Shalls Toward	RES. ADD. Same R. A.
School	2. Hiss Shella Dewey	BUS ADD. SA
neighbors	Mea Ventler Ve.	RES ADD BOX 303 Sponcer, F. Y. BUS ADD NA
J	(3 <u>2.4.3.4.3.1.7.1.7.1.3.1.3.1.3.1.3.1.3.1.3.1.3.1</u>	RES ADD. 811 Abbott St. Hisbland Park
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SEC. 2	II. FINANCIAL BACKGROUND	
		ENT ON YOUR SALARY? YQQ IF NOT, STATE SOURCES
	of other income  R Names and appresses of a  West Carrollton Ban	ANKS WITH WHICH YOU HAVE ACCOUNTS
		THAT CO. Weshington D. C. 18-6831

and the state of

	C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY?
	D. GIVE THREE CREDIT REFERENCES—IN THE U.S.  1. NAME
SEC.	22. RESIDENCES FOR THE PAST 15 YEARS  FROM 4-1-51 TO Present 1401-16th St., N.W. Washington, D.C. USA
	FROM 5-50 TO 4-51 Sen Reg Gardens Dayton 9, Ohio USA (St. and number) (City) (State) (Country)
	FROM 2-50 TO 5-50 2601-16th St., MV Washington, D.C. USA
	FROM 9-48 TO 2-50 901 "Salnut Ave., Syracuse, II. Y. USA  (St. and number) (City) (State) (Country)  (St. and number) (City) (State) (Country)
	FROM 9-46 TO 9-48 two cottages of Syracuse Univ, Syracuse (St. and number) (City) (Risk) (Country) USA
	FROM 7-48 TO 8-48 9 C.P. # 30 Gustemsia City, Gustemsia  (Bt. and mapher) (City) (Riate) (Country)
	FROM time before this San Rae Gardens, Dayton 9, Ohio USA (Stand number) (City) (State) (Country)
,	FROM
Sec.	23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES  A. FROM 7-46 TO Kexico City Kexico tourist
	FROM 7-48 TO 8-48 Gustemala City Gustemala student (Posses)
	FROM
	FROM TO (Country) (Pageor) FROM TO
SEC.	24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS LIST NAMES AND ADDRESSES OF AUG CLUBS, SOCIETIES, PROTESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT
•	OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:
	Delta Gamma - Pho 901 Walnut Avo., Syracuse, N. Y. USA (Name and Chapter) (Stand Number) (Country)  DATES OF MEMBERSHIP: 1947-50 active - 1950 to present inactive
	2. Spanish Club Syracuse Univ., Syracuse, N. Y. USA (Nume and Chapter) (St. and Norther) (City) (State) (State)
	DATES OF MEMBERSHIP: 1947 - 8 - 9
	Becommics Club Syracuse Univ., Syracuse, N. Y. USA  (Name and Chapter) (St. ted Number) (Civ.) (State) (Country)  DATES OF MEMBERSHIP: 1949 - 9 - 50  Weather refer Prophytical and Chapter - Tayton 2 Calo 134 - 200
	Westminster Presbyterian Church - Dayton 9, Ohio USA a seed 9. Brownies - Grade School - West Carrollton, Ohio USA
	- Divinition - actions - mode outloans, of the boar

	:0. Girl Scouts - High St ool - West Car of Lton, O'do USA
	Hemmadon Westminster Presbyter Courch - Dayton 9,0.
	18. Alumni Association of Syracuse Univ, Syracuso, N. Y. USA
	195D-  195D-  1nternational Relations Club - Synacuse Univ. Synacuse N.Y. USA (Name and Chapter) (St. and Number) (Courter)
	DATES OF MEMBERSHIP: 1946-7-8-9
	2nd & 1st Cabinot - Chapel - Syracuse Univ., Syracuse, N.Y. USA (Name and Chapter) (St. and Number) (City) (State) (Country)
	DATES OF MEMBERSHIP: 1948-9
	National Forensic League - Oakwood High School, Dayton 9, 0. USA (Name and Chapter) (St and Number) (Chy) (State) (Country)
	DATES OF MEMBERSHIP: 1945-6 active
	Sigma Theta Phi - Dayton 9, Ohio USA high school sorority (Name and Chapter) (St. and Number) (City) (State) (Country)
	DATES OF MEMBERSHIP: 1945-6
Sec.	25. MISCELLANEOUS  A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?  NO  IF "YES," EXPLAIN:
	R DO YOU USE, OR HAVE YOU USED, INTOXICANTS: YES IF SO, TO WHAT AN OCCASIONAL DEPTH and parties extent?  CHAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE;
	· · · · · · · · · · · · · · · · · · ·
	D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCEST IF ANSWER IS "YES," GIVE DETAILS BELOW:
	<u> </u>
	E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:
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•	Economic Advisors; courd of Geographic Names
	weather the transfer of the spin spin spin to the spin spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the spin to the
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Sec. 11 - Mr. Jin Achrung, Sr. Uncle.

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USA 1210 Wilson Dr., Dayton, Ohio USA

Rechanical Engineer - Wright Air Field,

Dayton, Ohio

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# CONFIDENTIAL SECURITY APPROVAL

Filt D

Date: 16 Oct. 1951

LTO:

Chief, Covert Fersonnel Division

Your Reference: L2419

pow: Chief. Security Division

Case Number: 568h0

SUBJECT: ZEHRUNG, Charlotte Louise

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 1C-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the ECD procedures.

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#### CONFIDENTIAL

### INTEROFFICE MEMORANDUM

	Data: 4 August 1951
T0:	Chief, Covert Personnel Division
FRO	M: Chief, Security Division
808	JECT: ZEHRUNG, Charlotte Louise 56840
por	1. Reference is made to your request for security clearance of the subject son who is being considered for employment in the following position:
	2. This is to advise you of the following security action:
	a. T Provisional security clearance is granted to fermit subject's employment on a temporary basis in the following area or in the following capacity: D Street Pool
•	This clearance is granted upon the condition that subject: 1. no have access to classified material; 2. not have access to secure areas; 3. not be issued a badge or credential; 4. not represent himself as a CIA employee; and 5. not be assigned to any unclassified duties other than indicated above.
· ·	b. Name-checks have been completed on this person. Arrangements should now be made by your office for an interview in this Division. Upon completion of this interview further consideration will be given to the requested Limited clearance for access to information classified no higher than Secret. If subject has not entered on duty under a previously gracted provisional clearance the interview should be arranged after entrance on duty.
	c. Subject in security approved for temporary appointment to a position requiring access to information classified no higher than Secret.
•	Officials of the employing office should be advised of this secu- rity limitation and should be instructed to supply future supervisors with advice as to the limitation so as to insure continued compliance.
	Security action to effect full approval is continuing and your office will receive advice of full clearance upon completion of this action. Upon receipt of full accurity clearance, the present limitation will be rescinded and supervisors should be advised accordingly.

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Br. Karley

C.V. Berally

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CONFIDENTIAL

POSP 80: 36-166

DEPARTMENT OF INTERFOR

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DIANDARD FORM SET (1 1 ATT)

UNITED STATES

CIVIL SERVICE COMMISSION

OCTOBER 1946

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NOTIFICATION OF PERSONNEL ACTION 8. DATE OF BIRTH 3. Journal on Action No. A DATE 1. NAME (MR.-MIDS-MRS-FIRST-MIDDLE INITIAL-LAST) 1/18/39 This is to notify you of the following action affecting your employment: S. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY NATURE OF ACTION (URE STANDARD TERMINOLUGY) (To except Axcepted Apple 8/26/51 Separation with Control Intelligence TO Ageney s. POSITION TITLE Statistical Praftamen (CS-1853-3-603) 9. SERVICE, GRADE. SALARY 65-5, \$2650.00 por sames Office of the Secretary 10. ORGANIZATIONAL DEBIGNATIONS Division of Goography Research Brench II, HEADQUARTERS Hashington, D. C. DEPARTMENTAL 12. FIELD OR DEPT'L DEPARTMENTAL FIELD 18, REMARKS Any leave remaining to your credit will be transferred. reparated without recogleyment rights. The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s 16. POSITION CLASSIFICATION ACTION 15 VETERAN S PREFERENCE " NICE ! I. A | PEAL! 20 SUBJECT TOC & 21. DATE OF OATH
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STANDARD FORM 61 (NEVISED APRIL & 1909)
PROMUS GATED BY CIVIL SENSINE COMMISSION
CHAPTER AS FEDERAL PERSONNEL MANUAL

#### APPOINTMENT AFFIDAVITS

IMPORTANT,--Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

Later Opportment or a	Office	of Seci	27254	Washing	ton DC
1, Charlotte	L 3d	Addastra	do sole	mnly swear (or a	ffirm) that—
A CATH OF OFFICE		J			•

#### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

Subscribed and sworn before me this 2 day of April (Signature of April (State)

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#### LECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRIDENT ADDRESS (atreet and number, city	and State)							
1401 16th St. 1	1.60-		K/3	154	ington D.C.		٠.	
	(B) PLACE OF BIRTH (c	ily of	i town	a med 2	State of country)			-
1/12/25	Dayton	,	, (	U.	. U.SA			
B. (A) IN CASE OF EMERGENCY PLEASE NOTIFY	(E) PL	LATION	CHIP	(0)	STREET AND NUMBER, CITY AND STATE	(D) TE	LEPHONE	NO.
Samuel D. Zehrun			-		IN REE GERVENS. PR			
4. DOES THE UNITED STATES GOVERNMENT EMPLOY. THE PAST 24 MONTHS? YES					YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YO	DU LIVE OR HI	IAE TIÁED	WITHIN
NAME	Post offi (Give acced)	CE ADI	DRESS or, if	any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATION: SHIP	MAR. RIED (Chec	SINGLE it one)
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INDICATE "YES" OR "NO" ANSWER BY	PLACING "Y"	YES	1		10. SPACE FOR DETAILED ANSWERS TO OT	HER QUES	TIONS	
IN PROPER COLUMN			NO	MO.	WINTE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH	H DETAILED A	NSWERS	APPLY
B. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO	THE UNITED SYATES!	×				*********	~ , , , , , , , , ,	*******
B ARE YOU AN OFFICIAL OR EMPLOYFE OF ANY STATE, TE MUNICIPALITY?	rritory, counsy, Gr						********	
If your answer is "Yes", give details in Ites			×		**************************************	4	••••••	
I. DO YOU RECEIVE ANY ANNULTY FROM THE UNITED ST. COLUMNIA COVERNAL ST UNDER ART PETERS MEST ACT OTHER COVERS ATTAINS ON BITTERF OF NASAL. SERVI	COR ANY PENSION OF				**************************************	***********		
Hymnenewer is "Yes", green it tem to reaso that is, ago, opininal disability, or by reaso re-modical-cy repairs and rise 3 year's ac- softeniest pay, and units what retirement if ratical from initiary or navel sorres.	n for retirement, ion of ententary one, amount of act, and rating.		Á					
if retired from military or navel service,		,a,po	] 		**** *** * * * * * * * * * * * * * * * *		1.4.	******
HAVE TOLLY CHAIN DISCHARGED CARRIED TO REST ON UNATIONAL SERVICE FROM ANY POSITIONS			X				******	,,,,
or anymor, dare, and reason in each wase.					·			
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If your answer is "Yes", but all such cases that in each case (I) The date, (I) the nation violation; (I) the name and location of the	10 COUSE, (4) STA 1		X					
penalty imposed, if any, or other dispositi If appointed your linguipints will be taken	on of the case	'			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			

#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the feregoing certificate is made shall determine to his norm settafactor that the appointment we clid be in eas bettiance with the Givil Service Act, applicable Civil Service Rules and despitations and may of Congress pertaining to appointment.

This form should be checked for holding of office pension, scatability in connection with any record of recent discharge or arrest, and particularly for the following.

14 00000

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(1) Identity of appointes—The appointes's signature and spatiating are to be compered with the application as too other pertinent pages. The physical appointer may be checked against the insched certificate. The appointer two size he questioned on his personal history for agreement with his previous statements.

previous subcurents.

(2) Age - If definite age limits have been established for the position, i she deleteration in the applicant is not outside the lateratural that applicant is not outside the lateratural that applicant is made, the appointment is not be ensurement.

Until such determination is made, the appointment is not be ensurement.

(1) Citamethys—The appainting officer is responsible for observing the etazondary ne actions of (1) the Civil Service Rules and (4) approposition octs. Form of Construers an admission for both purposes and is acceptable ground of attacenthy action in the admission of could care conduct it is denibiled ground of attacenthy action in the admission of could care conduct it. In doubt it cover the expressionest about not be consumerated and extraording observations for the characteristic construction observation of the third Service Commission.

(4) Mambors of Facility —Sertion 9 of the Civil Service As a provides that tables set there are already two as more members of a family serving holder production of a permanent args mixed on the competitive service, no other normals of math family as elabels for probation of permanent appointment in the competitive service. The appointment of permanent appointment in the competitive service. The appointments of permanent appointment in the vertical performance are not subject to thus requirement. The transfers of canada provides access one apply to transport very a prostuments. Discipling assessing to the civil Service Council services are subject to transport of the Civil Service Council services for decimal.





#### " TMENT OF THE INTERIOR **ENTED STATES** STYSICK OF PERSON PERVISION AND MANAGEMENT

WASHINGTON D.C.

Mas Charlette L. Kehrung : Rei San Rac Gardens, R.R. 11 Dayton 9, Chio

#### INDEFINITS APPOINTMENT

Effective Dates

(DZGGGGGGGGGGGGGC)

	From	To
Position		Statistical Draftsman
Grade and Salary		GS-3. \$2650.00 por annum
Bureau		(GS-1533-3-504) Office of the Scoretary
Branch	•	Division of Goography Research Branch
Headquarters	•	Hashington, D. C.
Departmental or Field		Pepartmental

· O. I. - Martha E. Roid

This appointment is subject to a trial period of one year. Subject to investigation.

Under this appointment you will be covered by the Matienal Social Security Space ..

DITIES OF PERSONNEL

FEB 15 1951

(SGD) THOMAS H. TELLIER

Signed, Americant Programent

Approvided his Unisception Working Fund, Interior, Beard on Geographic Hames, Sundry, 1951. JUSTIFICATION Washing and the same of the second filteress of the section recommended.

Miss Lohrung has been asleeted for appointment from Civil Service Certificate H-2580.

Her Civil Service papers, medical certificate, and Form 65 for pro-appointment levalty chock are attached,

At technica co.

DEPARTMENTAL ACTION COPY

	Permanent
	OTHER LEGAL AUTHORITY
	CS Certificate No.
	H-2580 dated 1/16/51
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-	AUTHORITY FOR ACTION
-	Recommending Officers
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ALLOCATION - APROVAL 68-1533-3-504

ANTO COME

STANDARD FORM 85 Promotested August 4, their by Quit terrise thempission	REQUEST FC 10	ORT OF LOYALTY D	ATA ON A	I LANTS	AND APPOIR	MTEES
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Aliases and nicknames Short	1.			a, dat	2/14/51	
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Social Secu	rity No. 069-24-	3138			*	
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Dayton, Ohio	D	Jan. 12, 19	129		al Draftson of Geograp	
. \$LX	S. MARITAL STATUS	10. IF MARRIED, GIVE SP	OUBE'S FULL NAM	E, AND DATE AND F	PLACE OF BIRTH	
MALE FEMALE	LA SINGLE	None				
DATE OF APPOINTMENT	12 TYPE OF ZALLPRINGING	EXCEPTED .	[.] **	AI DC. DA SAV.		
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DIRECTOR. U. S. CIVIL SERVICE REGION 2. Forms not submitted because proposed personnel action dropped from consideration. Forms not submitted because this is an appointment without break in service of a person who was
employed by another agency and it has been determined from the Official Personnel Folder or the
losing agency that the appointme or incumbent check has been completed. 4. Reprints on Standard Form 87 attached. Decision regarding appointment will not be made until the results of the FBI fingerprint search have been received. REMARKS: Forms 57 and 67 attached; #35 SIGNATURE OF APPOINTING OFFICER OFFICIAL TITLE Personnel Officer, (SGJ.) r. T. SLITH April 9, 1951 Office of the Secretary.

Dept. of Interior.

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This office is considering you among others for the employmen	t describ	ed. Please fill out the "Availabil	ity Statement"
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9. HEART AND BLOOD VESSELS		MM. HG SYSTOLIC L	70
(6) IS ORGANIC HEART DISEASE PRÉSENT? YES E	ю .	(C) IF ORGANIC HEART DISEASE IS PRESENT, IS	IT FULLY COMPENSATED!
(D) PULSE RATE. SITTING / P IMMEDIATELY A	ETER EXERCISE OR	ILESS CONTRAINDICATED) 0 4	
TWO MINUTES AFTER EXERCISE		SCRYE GAND.	
10. LUNCS:		{' (9000, FAI	L, GR POOR)
RIGHT - 72 Proposed		UTT nouse.	-
HISTORY OF TUBERCULOSIST   YES   X HO, IF "YES," H	IOW LONG HAS THE	DISEASE BLEM ARRESTED!	• • •
IF THERE IS HISTORY OF TUBERCULOSIS, IS ANY TYPE OF COL UNDER "REMARKS." IS MEDICAL SUPERVISION NECESSARY? (IF X-RJY IS MADE, GIVE REPORT UNDER "REMARKS.")		ING RECEIVED AT PRESENT!   YES   NO	. IF "YES," GIVE FULL DETAIL
11. HERNIA: YES NO. IF "YES," NAME VARIETY: INGLE IF PRESENT, IS IT SUPPORTED BY A WILL-FITTING TRUSS?		MORAL, POST-OPERATIVE, ETC.;	
IS VARICOSE VEINS: YES MO. IF "YES," STATE LOCATI			
13. FEET, IS FLAT FOOT PRESENT!   YES   YES   NO. 1F "YES."	STATE DEGREE OF I	MPAIRMENT OF FUNCTION	
14. DEFORMITIES, ATROPHIES, AND OTHER ABNORMALITIES, DIS		pane, so	GHT, MODERATE, SEVERE)
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18. SCARS OF SERIOUS INJURY OR DISEASE	<del>_ • </del>	,	
16. NERVOUS SYSTEM: (A) INCLUDE SYMPTOMS AND FULL HISTORI SARY JS	Y OF ANY MENTAL	NERVOUS, OR EMOTIONAL ABNORMALITY (USE	ADDITIONAL SHEETS IF NECES
none	·.		
(B) HAS APPLICANT EVER BEEN HOSPITALIZED OR TREATED FO (C) WHERE CHAIRE AND LOCATION OF HOSPITALI:	OR A MENTAL ILLNE	≈u ∏ ∧ez Mino	
			•
(D) DATE OR DATES OF HOSPITALIZATION:			
(E) DESCRIBE ANY RESIDUALS OF PREVIOUS MENTAL OR HER	Vous Illness:	•	
	•		
(F) ANY HISTORY OF EXILIPTY OR FAIRLING SPELLS? [] YE	s Man isso	CIVE DETAILS OWNED TO VARYET BELEW	
7. EVIDUE E OR HITTORY OF VOILPEAL DISLAME IF BLOOD SERV			This under "Remarks,"
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A LIMBURG VEST AND IMPROPERTIES.	_ : <i>:</i>		
8. UPINALYSIS (IF INDICATED): SP. GR	ALBUMEN.	SUGAR	
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HAVE FOUND THE PHUCANT ABKORNAL UNDER THE FOLLOWIN	IG HEADINGS		
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0. ADDRESS OF EXAMINING PHYSICIAN (Typod or printed)	21	TO YOU HAVE FEELRAL DESIGNATIONS THE YES, SPECIFY	VES [2] 110
916 Harries Bldg. Dayton 2, C			
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## HEALTH QUALIFICATION PLACEMENT RECORD

(This section is comparable to Standard Form 90 promulgated March 1948 by Burcau of the Budget Circular A-24)

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E DEPARTMENT OR BUREAUTH WHICH YOU ARE TO BE LEMMAYED UT I I CO of the Secrotary Interior - Division of Geography	. Tashington, D. C.						
A ARE YOU NOW EMPLOYED IN THE POSITION SHOWN IN ITEM ST 1 YES 1 NO. THIS POSITION:	IF YOUR ANSAER 3: YES," GIVE THE DATE OF YOUR ORIGINAL APPOINTMENT TO						
TO BE COMPLETED BY APPOIN	TING OFFICER: Sections 9 and 10						
(A) SRIEF OUTLINE OF WHAT WORKER DOES For the physician's use, set down in brief and simple serms what the employee does on this job, including servicemental details such no series to climb, distance to rest-room facilities, cafeteria, work-shift, etc. (Use Section 9 holow.)	(B) PRINCEL DEMANDS OF THE POSITION  In Section 10 below exercise the number of those factors which are exsential to the duties of the position for which this applicant to being considered. The blank spaces may be used for special factors not listed.						
& TITLE OF POSITION AND OUTLINE OF WHAT WORKER DOES IN THIS POSITION (Addisonance)	dictionery of occupational titles as guide, as applicable)						

Statistical Draftsman - To assist in the performance of drafting, lettering and incidental statistical clerical work in the preparation and revision of index maps, showing the location of approved and disapproved names and the extent of features to which names apply; charts, graphs and other illustrative materials in connection with the functions of the Research Branch and for administrative purposes.

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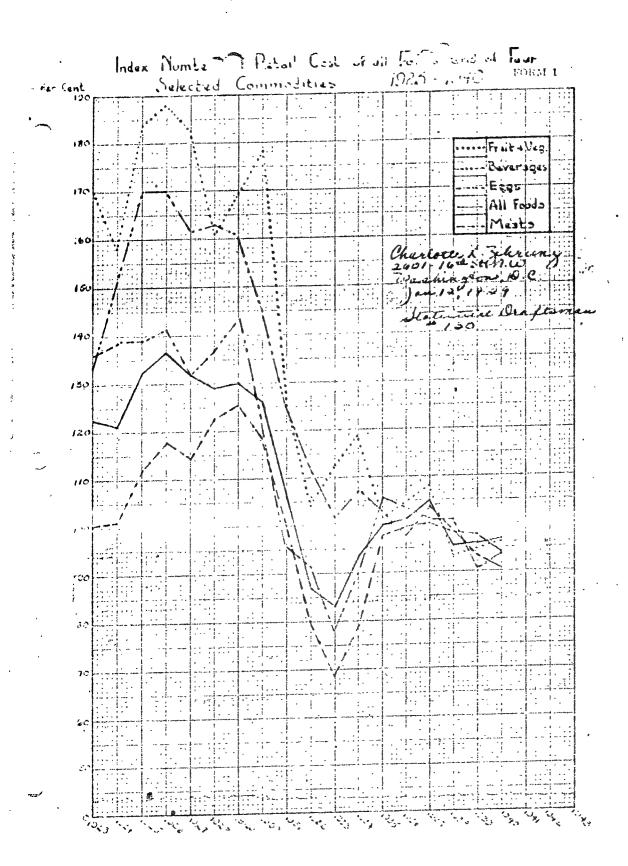
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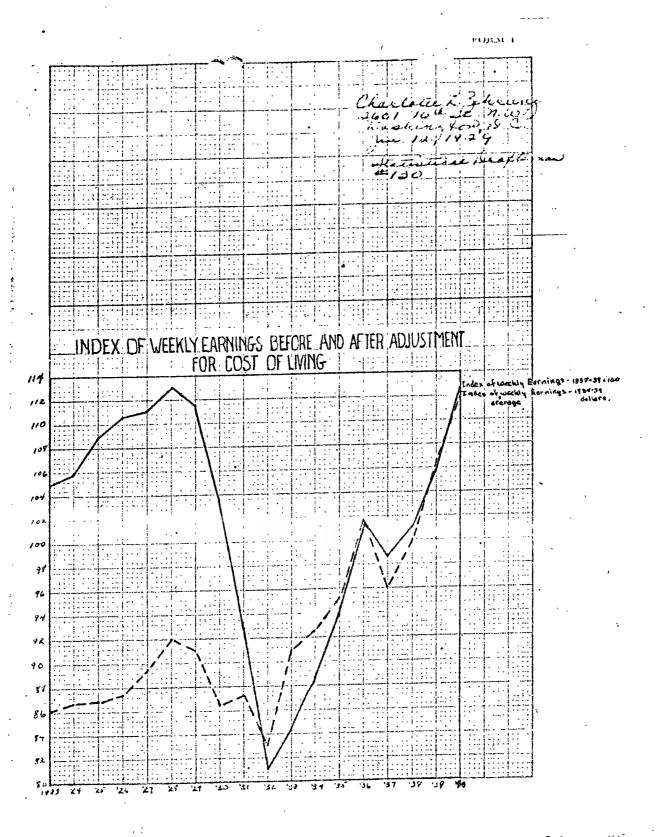
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Form 13 February 1946 UNITED STATES CIVIL SERVICE COMMISSION PROOF OF RESIDENCE Statistical Draktsman Charlotte 1 2. If during the past year you have not resided aunit State or Territory, indicate in the following blanks (a) Date left (Month, Year) | (b) Date re ed (Month, (c) Location during of sence (City and S Washington D. Dept......144. Dec. 144 Jan 50 6. If you are under 21 years of age, full in the following blanks
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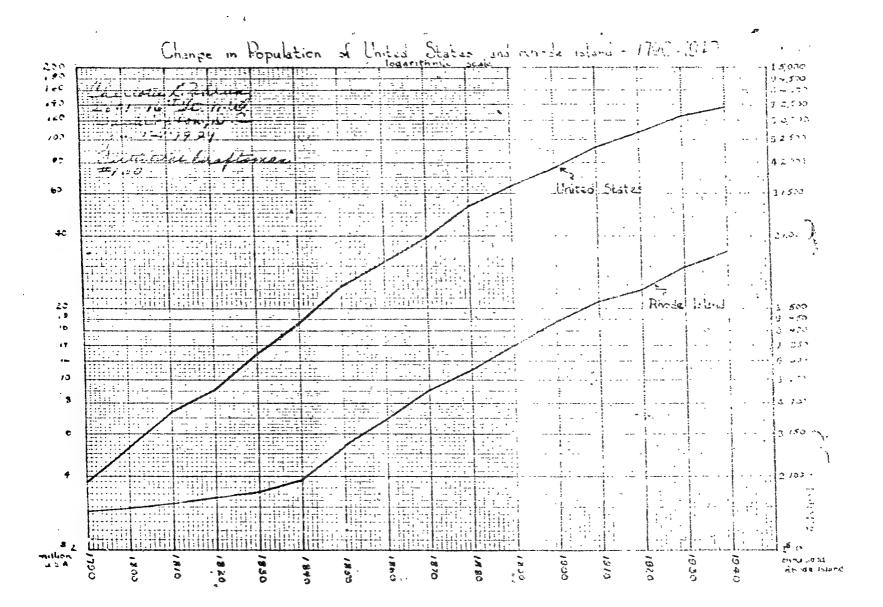


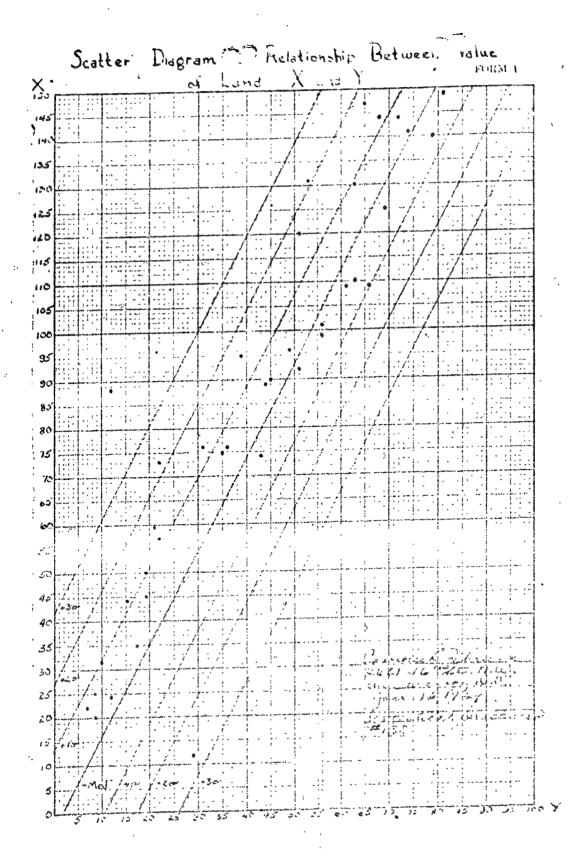
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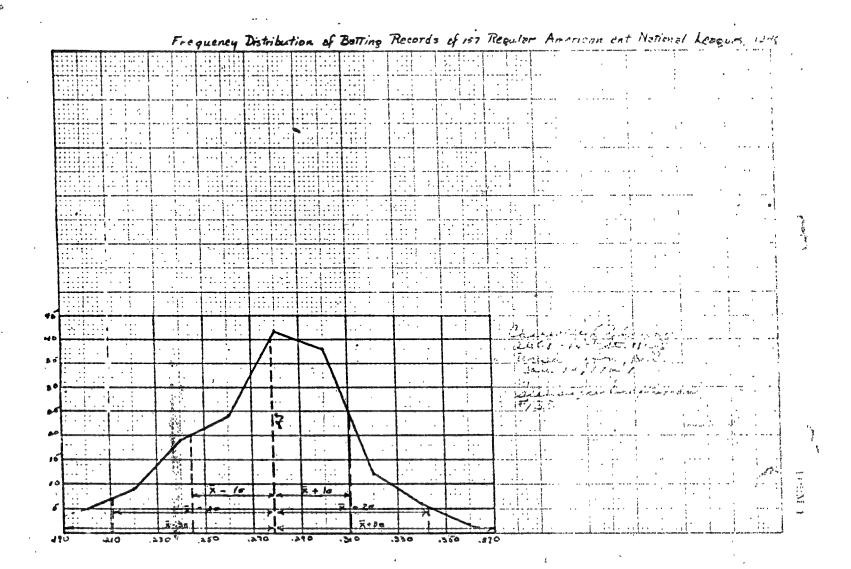
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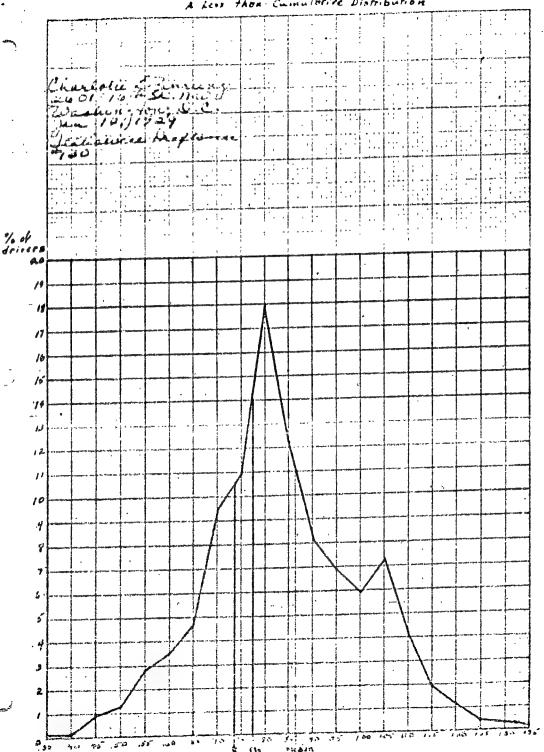




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			36 DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY			
27 APE YOU I'M OR HAVE YOU EVER BEEN, A MEMBER OF THE COMMUNIST PARTY IS A OR ARE COMMUNIST ORGANIZATIONS	_	1	OR HAVE LIVED WITHIN THE PAST IS MONITORS!  If your answer is "Yee." show in Item 39 for EACH such relative (1) full name; (3) present address, (3) relationship; (4) Department or Agency by which supplyinged, and (5) kind (4) Departments			
28 ARE YOU NING OR HAVE YOU EVER BEEN, A MEMBER OF A PASCIST ORGANIZATION		1	SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERE	NCE		
29 ART YN YON ON HAYE TOU EYER BEEN A MEMBER OF ARY ORGANIZATION, ASSOCIATION WITH EVERY GROUP OR COMBINATION OF PÉRSINS WHICH AD NOCATES THE ACTENITION OF OLD CONSTITUTIONAL FORM OF GORERMENT, OR OF AN OCIANIZATION ASSOCIATION MOVEMENT GROUP CROMBINATION OF PERSING SHICK HAS ASSOCIATION MOVEMENT GROUP CROMBINATION THE COMBINISATION ASSOCIATION OF ACTION OF THE PROPRING THE COMBINISATION OF ACTS OF PORCE OR VIOLENCE TO DENY OTHER RESING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PROPRING THE PR			A. If you are claiming preference as PEACETIME VETERAS been awarded a campaign badge reaservier ribbon, or as a DISABLERAN, or as the WIFE OF A DISABLERD VETERAN, reaser's WA WAR OR CAMPALION VETERAN; attach Veteran Preferent CSC Form 14, together with proof specified therein.  B. If you are a WAR-TIME VETERAN not claiming disability you should NOT submit your discharge with this applications. Preferent to the appointing officer prior to entry on duty, official evidence tion from active service in the armed forces of the UniverSection.	ED VET. IDOW OF ICE Claim, Interest will		
If your source to question 27, 28, or 29 above is "yea," state in Item 5. the names of all such organizations, associations, moreoments, groups, or combination of persons and dates of membership. Give complete details of your activities therein and make any explanation you desire restarding.			37 (A) WIRE YOU EVER IN THE UNITED STATES MILITARY OR RAVAL SERVICE DURING TIME OF WAR!	YES NO		
therein and make any explanation you desire regarding your memberahip or activities therein.  3) Since were not martinary have you even sarrested indicated.	<u> </u>		(B) 15 THE WORD "HONORABLE" OR THE WORD "SATISFACTORY" USED IN YOUR DISCHARGE OR SEVARATION PAPERS TO SHOW THE TIPE OF YOUR DISCHARGE OR SEPARATION!			
OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING. OR CONVEYED STREET OR IMPRISONED OR PLACED OF PROBATION OR HAVE			(C) WAS SERVICE PERFORMED ON AN ACTIVE FULL TIME BASIS WITH FULL MILITARY PAY AND ALLOWANCES!			
YOU SYRE MIN CROSSED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLACIONS FOR WHICH A FINE OR FORFETURE OF ESS OR LESS WAS			(D) DATE OF ENTRY OR ENTRIES INTO SERVICE DATE OF SEPARATION OR SEPA	RATIONS		
IMPOSION: If your enswer is "Yee," list all such cases under Item 39 below. Give in each case (1) the date: (3) the nature of the offense or variation, (3) the name and location of the court; (4) the yearty amposed, if any, or other disposition of the			BRANCH OF SERVICE (Army, Navy, SERIAL NO (if none, give rating at time of separ			
case II appointed, your fingerprints will be taken. If have you her been discharged on forced to resign, for misconduct or unanissations staylee from any rostions.  If your answer is "Yes," give in Item 39 the name and address of employer, date, and reason in each case.		<u> </u>	29 IA) IF YOU SENEO IN THE UNITED STATES MILITARY OR MAYAL SPICE DURING PRACETIME OMY. DID YOU PRATICITATE IN A CAPPAIGH OR FEPERATION AND HECEIVE A CAMPAIGN BADGE OR SERVICE RIDDON!	167 40		
32 HAVE NOT FIRE RELY BARRED BY THE U.S. CIVIL SERVICE CONVISSION FROM TANTOL FRANCHAMINATION OR ACCEPTING CIVIL SERVICE APPOINTMENTS. If you do not not not not not not not not not no		-	(D) ARE YOU A CISABLED VETERAN!  It eo, and you have not listed your disability in answer to them 33, explain in teen 32 below  (C) ARE YOU A VETERAN'S WIDOW WHO HAS NOT REMARKED!			
SUCH COME THE STATE OF STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF			DISTRIBUTE WHICH GOOD A COTTON AND CAN A SERVICE COMMENT OF	77		
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that consequent mean be given to your physical fitness for the pob			The information contained in the suswers to Question 37 store her b	een veri-		
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19 SAREL FOR SELECTO ANABLYS TO GIVER QUESTIONS (Indicate item )	nunibe					
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Tule Tal Section 801	(	Sign 1	our on or in INE (one given dat or in tiels, and surname). At	feroale,		